Strike at U of Sask. 5

Faculty at Memorial, Mount St. Vincent certify 5

April/avril 1988
Vol. 35, No. 4

caut
acpu

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

bulletin

CAUT addresses women's issues, student aid

CFS head Tony Macerollo says summer jobs are best aid

Photos — Robert Léger

SWC member Rebecca Coulter questions govt's commitment

CAUT Group Home and Auto Insurance Plan
See insert

Une police collective d'assurance-auto et d'assurance-propriété
À l'intérieur

by Helen Baxter
Bulletin editor

The federal government's policies on women's issues, student aid, and science came under scrutiny at this year's CAUT Lobbying Conference.

The conference, held in Ottawa in March, provided participants with information on a range of policy issues affecting the universities. It was designed to give practice in lobbying techniques, and this year offered special sessions on federal government policies regarding the status of women, student aid and international students, and the funding of science. Special guest speaker was the General Secretary of the Association of University Teachers in the United Kingdom, Diane Warwick.

Status of women

Dalton Camp, senior policy advisor to the federal cabinet, addressed the status of women session and fielded questions from the delegates on issues ranging from daycare and employment equity to free trade and abortion.

Calling the current political initiatives of women in Canada "a revolution in our time", Mr. Camp said women have finally put their priorities onto the policy agenda in this country. He said there are clear signs of a changing political perception regarding women's issues and that the government would have to be "suicidal or blind" not to respond.

Mr. Camp called the federal government's day care plan "a significant step in social policy". He also cited the Federal Contractors' Program (which requires universities bidding on federal government contracts for goods and services worth $200,000 or more to commit themselves to employment equity) and the significant increase in the representation of women in government as examples of the government's "good intentions" in this area.

However, Mr. Camp said, the government would have to develop special mechanisms to ensure that women's issues are addressed on an ongoing basis. He said one important step might be to include the minister responsible for the status of women in the inner cabinet.

While agreeing that the present government has taken some initial steps to improve the situation of women, conference participants called the government to account on a number of issues.

Rebecca Coulter, member of the CAUT Status of Women Committee and official commentator at the session, credited the government with a number of progressive policies, including the continuation of a Liberal government program which provides endowment funds

See CONFERENCE/4

Academic freedom and its limits

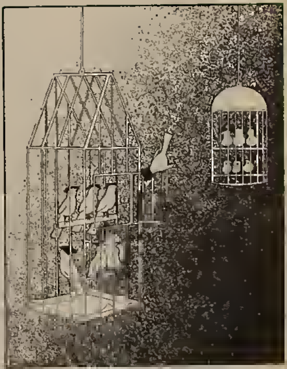
by A.E. Malloch

This article is reprinted with permission from the Proceedings, Academic Freedom Conference: Harry Crowe Memorial Lecture Series 1986, *edited by Michiel Horn and published by York University in 1987. Archie Malloch recently retired from a distinguished career in the Department of English, McGill University. He was Chair of the CAUT Academic Freedom and Tenure Committee from 1970 to 1974 and has written and spoken regularly on academic freedom, university autonomy, and tenure. He is a trustee of the J.H. Stewart Reid Memorial Fellowship Trust and continues to serve CAUT in a variety of ways.*

It is an honour to be asked to speak at a conference sponsored by the Harry Crowe Memorial Trust, and held in Harry Crowe's own university. I had the pleasure of introducing him to the CAUT Council in May 1974 as the recipient of the Milner Award, and a number of us here remember his acceptance speech, with its wry exposition of what he called the Vyshinsky corollary to academic freedom, namely, that justice must be seen to be done, especially where justice has not been done.

I have been asked to provide a few reference points for the later more detailed papers in the conference, and that is what I attempt in the remarks that follow. If we are to believe the lexicographers, *academic freedom* is an Americanism dating from the turn of this century. I am not sure what we should make of that — that the British did not have it, and therefore did not need a name for it, or that it was so integral to the whole governance of the British university that there was no occasion to abstract the notion and give it a separate name. I would bet on the latter myself, since the North American university characteristically has had a governing body distinct from the academic collegium. But no matter. We have the term; we use it freely (carelessly, some would say); and we use it in a variety of senses.

I think it possible to get at the meaning of *academic freedom* by looking at four distinguishable, though closely related senses in which we use the term: first, academic freedom as the capacity of the academy itself to function freely within a world larger than itself; second, academic freedom as the capacity of the body academic, that is, the *corps professoral*, to function freely within the corporate institution; third, academic freedom as the capacity of the individual faculty member to function freely within the life of the academy; and fourth, academic freedom as the capacity of the student to function freely within the academy in which he or she is registered.



But merely distinguishing the various senses of the term does not identify the nature of academic freedom. "To function freely" — all very well — but function freely to what end? We cannot get at the nature of academic freedom without raising that question.

See ACADEMIC/7

CAUT
BULLETIN
ISSN 0007-7887
Editor: Helen Baxter
Advertising and Circulation: Liza Duhaime
Published by the Canadian Association of University Teachers, 75 Albert Street, Suite 1001, Ottawa, Ontario K1P 5E7 (613) 237-6885
Executive Secretary: Donald C. Savage

Copyright The Canadian Association of University Teachers. Articles may not be reprinted without permission from the author and the *CAUT Bulletin*

Readers are invited to submit articles to the editor who cannot accept responsibility for items which are damaged or lost in the mail

All signed articles express the view of the author

CAUT Guidelines and Policy Statements are labelled as such. Average total distribution 27,000. The *CAUT Bulletin* is published 10 times during the academic year the first of each month, September through June

Closing dates for receipt of advertising 13 working days prior to publication date. No cancellations will be accepted after closing date. Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, color, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. Where any *bona fide* reasons for exemption from the general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons

Printers: Performance Printing, Smith Falls, Ontario

LE BULLETIN
DE L'ACPU
ISSN 0007-7887
Rédactrice: Helen Baxter
Annonces et tirages: Liza Duhaime
Publié par l'Association canadienne des professeurs d'université, 75, rue Albert, suite 1001, Ottawa, Ontario K1P 5E7 (613) 237-6885
Secrétaire général: Donald C. Savage

"Copyright" L'Association canadienne des professeurs d'université. Il est interdit de reproduire des articles sans la permission de l'auteur et du *Bulletin de l'ACPU*

Les lecteurs sont invités à adresser des articles à la rédactrice, qui décline toute responsabilité à l'egard de textes qui sont endommagés ou égarés en cours de transmission par la poste. Tous les articles signés expriment les vues de l'auteur. Les Enoncés de principes et les Directives de l'ACPU sont présentés comme tels.

Diffusion totale moyenne 27 000. Le *Bulletin de L'ACPU* paraît 10 fois au cours de l'année universitaire. Le 1er de chaque mois de septembre à juin. Délai de réception des annonces 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Imprimeur: Performance Printing, Smiths Falls, Ontario

CAUT comments/Commentaires de l'ACPU

$1.3 Billion — a test of the government's commitment

In January the Prime Minister promised that an additional $1.3 billion would be allocated by the federal government for research and development. He told the National Conference on Technology and Innovation that a substantial part of this would be spent on the universities. His exact words were: "These funds will have the nation's universities as their major focus." He indicated that some of these funds would be spent on the creation of centres of excellence and on scholarships in science and engineering. Since then the government has announced that $275 million would be spent on centres of excellence, $80 million on scholarships, and $10 million on a public awareness program.

That leaves about $1 billion. That money has provoked an epic battle in Ottawa. CAUT has been lobbying vigorously to ensure that as much of the money as possible would go to the base funds of the three federal granting councils. This would be in line with the Lortie Report (see *CAUT Bulletin*, January 1988) which told the Prime Minister that the base funds of the three granting councils should be doubled in three years. Currently the councils receive $537.7 million.

The rumour mill in Ottawa has been working overtime. Will the government use some the funds to pay the operating costs of the new Department of Industry, Science and Technology? Howard McCurdy, the NDP critic, alleged this. Frank Oberle, the Minister of State for Science and Technology, denied it. Let us hope that Mr. Oberle is correct since any diversion to pay such operating costs would be an outrage. However, Mr. Oberle did say to the Parliamentary Committee on Secretary of State that one of the options being considered by the cabinet was to use some of the funds to pay the cost overruns of the Space Program. This too would be an outrage since the clear message of the Prime Minister was that the funds would be to create new science projects, not to pay for past difficulties. Mr. McCurdy has also attacked this possibility.

On the centres of excellence, CAUT has been lobbying for the creation of networks rather than stand-alone institutions. In a recent meeting between CAUT and Mr. Oberle, he indicated that this was now the thinking of his department. We have also urged that the centres be open to projects in the health sciences and in the human sciences and not be restricted to basic science and engineering as originally planned. It now appears that the government has decided to move along these lines.

The Cabinet Committee on Economic and Regional Development began discussing the division of the money on February 23. They are clearly having difficulties and it would appear that the decision has been put over towards the end of April. CAUT will be continuing its vigorous lobbying on this question. The decision will be a clear test of the commitment of the government to university research.

1,3 milliard de dollars - en partie pour les universités

par Donald C. Savage

En janvier dernier, le premier ministre a promis que le gouvernement fédéral accorderait des fonds supplémentaires de 1,3 milliard de dollars à la recherche et au développement. Il a déclaré à la Conférence nationale sur la technologie et l'innovation qu'une portion substantielle de cette somme serait consacrée aux universités. Voici ses paroles exactes: "Ces fonds sont principalement destinés aux universités du pays." Il a fait savoir qu'une partie de ces fonds servirait à la création de centres d'excellence et de bourses d'études en sciences et en génie. Depuis, le gouvernement a annoncé que 275 millions de dollars seraient impartis aux centres d'excellence, 80 millions aux bourses d'etudes et 10 millions à un programme de sensibilisation de la population.

Il reste donc environ 1 milliard de dollars. Ces fonds ont soulevé des discussions épiques à Ottawa. L'ACPU a vigoureusement exercé des pressions pour que le plus d'argent possible soit consacré aux enveloppes budgétaires de base des trois conseils subventionnaires fédéraux. Cette mesure correspondrait à la recommandation du rapport Lortie (voir le numéro de janvier 1988 du *Bulletin* de l'ACPU) qui a conseillé au premier ministre de doubler l'enveloppe budgétaire de base des trois conseils en trois ans. A l'heure actuelle, les conseils reçoivent 537,7 millions de dollars.

Les rumeurs circulent à qui mieux mieux à Ottawa. Est-ce que le gouvernement se servira d'une partie de ces fonds pour acquitter les frais d'exploitation du futur ministère de l'Industrie, des Sciences et de la Technologie? Howard McCurdy, le critique néo-démocrate, le prétend. M. Oberle, le ministre d'Etat aux Sciences et à la Technologie le nie. Il est à espérer que M. Oberle dit la vérité puisque détourner des fonds pour acquitter des frais d'exploitation serait scandaleux. Cependant, M. Oberle a déclaré au Comité parlementaire sur le secrétariat d'Etat que le Cabinet envisageait, entre autres, d'utiliser une partie des fonds pour payer les frais excédentaires du Programme spatial. Ce serait tout autant scandaleux puisque le premier ministre a clairement fait savoir que les crédits serviraient à créer de nouveaux projets scientifiques et non à acquitter des difficultés financières passées. M. McCurdy s'est également élevé contre cette possibilité.

En ce qui concerne les centres d'excellence, le lobbying de l'ACPU a porté sur la création de réseaux plutôt que d'institutions autonomes. Lors d'un entretien récent entre l'ACPU et M. Oberle, celui-ci a fait savoir que son ministère favorisait maintenant cette idée. L'ACPU a en outre vivement recommandé que les centres accueillent des projets en sciences de la santé et en sciences humaines et qu'ils ne se limitent pas aux sciences fondamentales et au génie comme il avait été prévu. Or, il appert que le gouvernement a décidé de respecter cette recommandation.

Le Comité du Cabinet chargé du développement économique et regional a commencé le 23 février à discuter de la répartition des fonds. De toute évidence, la tâche n'est pas facile et la décision semble avoir été reportée à la fin d'avril. L'ACPU va continuer à exercer de fortes pressions sur la question. La décision prise mettra à l'épreuve l'engagement du gouvernement envers la recherche universitaire.

caut
acpu

CENSURED ADMINISTRATIONS

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure:

President and Board of Governors, University of Calgary (1979)

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents were unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

IN THIS ISSUE
SOMMAIRE

- La rémunération des professeurs en Ontario 6
- Report says Ontario faculty are underpaid 6
- Les programmes d'accès a l'égalité 9
- UBC report calls for boost in foreign students 11
- Women's studies at Concordia 12
- SSHRC: trouble in paradise 13
- Faculty collective bargaining/négociations collectives des professeurs d'université 14

REGULAR FEATURES
CHRONIQUES

CAUT comments/commentaires de l'ACPU/2; President's message/Le mot du président/3; Nouvelles brèves du Québec/8; Notes from the USA/10; Status of women/11; Positions available/Postes vacants/21.

President's message/Le mot du président

UBC President David Strangway has called on the government of British Columbia to opt out of the equality provisions of the Charter of Rights. It is a sad day for Canada when the president of one of our premier universities adopts such a reactionary policy.

John Dixon, the President of the B.C. Civil Liberties Association, correctly characterized the action as a "casual invitation to constitutional vandalism". "It would be an abomination if it originated with the enemies of the mind. That it should come from the university itself .is at once astonishing and dispiriting," he said.

I agree with Mr. Dixon and call on the President of UBC to retract his ill-considered and ill-advised letter. Even if he were correct (which he is not) about the problem at hand, it was fundamentally irresponsible of him to put the Charter of Rights in jeopardy to solve a local problem. Surely he understands that an invitation by UBC to opt out of the Charter provides an excuse for all others who want to opt out of the equality provisions of the Charter.

It is extraordinary that the President should seek a deprivation of human rights to solve a temporary liquidity problem. He seems to be saying that if discrimination saves money, then it is justifiable. No human rights agency across the country would accept such a basis for human rights. No wonder that civil libertarians in British Columbia are outraged.

What a contrast too with the Alberta Human Rights Commission where the Chair recently held in a judgment on this matter that both the Charter and the Alberta buman rights legislation are "at the heart of our legal system" and should be overridden only "under the most compelling circumstances".

I also agree with the President of the UBC Faculty Association when he protests the decision of Dr. Strangway to single out university faculty alone of all the citizens of British Columbia and to urge that the Charter should not apply to them.

President Strangway, however, is equally wrong on the facts of the particular case which he is trying to argue. He says that UBC must be able to compete in the North American and international markets and must, therefore, be able to discriminate against its own faculty. Compete against whom? The Americans? The American Congress has raised the mandatory age of retirement to 70 and will abolish mandatory retirement for professors in the early 1990s.

It is extraordinary that the President should seek a deprivation of human rights to solve a temporary liquidity problem. He seems to be saying that if discrimination saves money, then it is justifiable.

UBC is trying to maintain mandatory retirement for professors at 65. It all sounds much like those industrialists who want to assure competitiveness by paying the same wages and fringe benefits as in Korea. Yet a recent study done by the administration of the State University of Pennsylvania found that the decision of the American Congress to raise the retirement age of university professors from 65 to 70 had not significantly altered faculty members' retirement patterns across the country and that the expected elimination of mandatory retirement in the early 1990s would not do so either.

But the true measure of the absurdity of the President's position is that we have a province in Western Canada where the courts have abolished mandatory retirement, namely Manitoba. Yet the administrators of the University of Manitoba have repeatedly stated in public that the abolition of mandatory retirement has not had deleterious effects on the university. The pension plan remains in good shape. The early retirement arrangements show that, just as some professors want to stay on after 65, others want to leave early or continue to retire at 65. Most professors who stay on want to do so for two or three years. In the December 1986 issue of the *Chronicle of Higher Education*, the Academic Vice-President of the University of Manitoba, Dr. Fred Stambrook, is quoted as follows:

> "There is life after the abolition of mandatory retirement. . .I don't understand the horror with which some institutions view the prospect."

The previous Vice-President (Administration), Donald Wells, is quoted in the same vein:

> "Our experience over the past five years indicates that the introduction of voluntary retirement has not been, and is not expected to be, a major problem for the University in the immediate future."

Representatives of the university said much the same thing last year at the annual meeting of the Canadian Society for the Study of Higher Education. In fact, none of the spooks conjured up by President Strangway and the Ontario university presidents have come to pass. Why do they continue to oppose this perfectly reasonable change in social

See PRESIDENT/16

by/par John Evans

Le recteur de l'Université de la Colombie-Britannique a demandé au gouvernement de cette province d'exercer son droit de retrait en ce qui concerne les positions de la Charte sur les droits à l'égalité. C'est triste pour le Canada que le recteur d'une de nos universités les plus importantes adopte une position aussi réactionnaire.

John Dixon, le président de l'association des libertés civiles de la Colombie-Britannique a judicieusement qualifié cette attitude "d'invitation fortuite au vandalisme constitutionnel''. Il a déclaré que si ces propos avaient été prononcés par des anti-intellectuels, on aurait crié à l'abomination. Que cela vienne des universités est stupéfiant et décourageant.

Je partage l'opinion de M. Dixon et j'exhorte le recteur de l'UCB à retirer sa lettre irréfléchie et malavisée. Et même s'il avait raison, ce qui n'est pas le cas, il a fait montre d'irresponsabilité en remettant en cause la Charte des droits pour régler un probléme régional. Il comprend sans l'ombre d'un doute que l'exercice du droit de retrait de l'UCB offre un prétexte à tous les autres qui veulent écarter l'application des dispositions de la Charte sur les droits à l'égalité.

Il est tout de même extraordinaire qu'un recteur doive prôner la diminution des droits de la personne pour régler un problème temporaire de liquidité. Il semble croire que si l'exercice de la discrimination permet d'économiser, l'acte est donc justifiable. Aucun organisme des droits de la personne d'un océan à l'autre n'accepterait un tel état de chose. Il ne faut pas s'étonner que les défenseurs des libertés civiles en Colombie-britannique soient outrés.

Quel contraste avec la Commission des droits de la personne de l'Alberta dont le président a récemment soutenu, dans un jugement á cet effet, que la Charte et la loi sur les droits de la personne de l'Alberta étaient au coeur de notre systéme juridique et qu'il faudrait les supplanter seulement dans les circonstances les plus impérieuses.

J'appuie également les protestations du président de l'association des professeurs de l'UCB contre la décision de M. Strangway de distinguer les professeurs d'université des citoyens de la Colombie-Britannique et d'exiger que la Charte ne s'applique pas à eux.

Cependant, le recteur a tort quant aux faits de la cause qu'il essaie de défendre. Il soutient que l'UCB doit pouvoir être concurrentielle sur les marchés nord-américains et internationaux et doit, par conséquent, exercer de la discrimination contre ses professsseurs. Etre concurrentielle contre qui? Les Américains? Le Congrés américain a haussé l'âge de la retraite obligatoire à 70 ans et abolira la retraite obligatoire des professeurs au début de 1990.

Il est tout de même extraordinaire qu'un recteur doive prôner la diminution des droits de la personne pour régler un problème temporaire de liquidité. Il semble croire que si l'exercice de la discrimination permet d'économiser, l'acte est donc justifiable.

Par ailleurs, l'UCB tente de maintenir à 65 ans l'âge de la retraite des professeurs. Cela ressemble beaucoup à l'attitude de ces industriels qui veulent s'assurer une compétivité en versant les mêmes salaires et les mêmes avantages qu'en Corée. Pourtant, d'après une étude effectuée par l'administration de l'université d'état de Pennsylvanie, la décision du Congrès américain de relever l'âge de la retraite de 65 ans à 70 ans n'a pas modifié de façon importante les schémes de retraite des professeurs du pays et que l'abolition prévue de la retraite obligatoire au début des années 1990 n'aura pas une forte influence non plus.

Toutefois, la position absurde du recteur se mesure vraiment dans le fait qu'il existe une province au Canada, le Manitoba, oú les tribunaux ont aboli la retraite obligatoire. Par surcroît, les administrateurs de l'Université du Manitoba ont déclaré publiquement à maintes reprises que l'abolition de la retraite obligatoire n'avaient pas nui á l'université. Le régime de retraite demeure viable. Les modalités de retraite anticipée révèlent que des professeurs prennent une retraite ancitipée ou la prennent à 65 ans tout comme d'autres préférent continuer de travailler après 65 ans. La plupart des professeurs qui choisissent cette dernière option, désirent rester deux ou trois ans de plus. Dans le numéro de décembre 1986 du *Chronicle of Higher Education*, on rapporte les propos du vice-recteur à l'enseignement de l'Université du Manitoba, M. Fred Stambrook:

> "There is life after the abolition of mandatory retirement. . .I don't understand the horror with which some institutions view the prospect."

Dans la même foulée, le vice-recteur à l'administration précédent, M. Donald Wells, a déclaré:

> "Our experience over the past five years indicates that the introduction of voluntary retirement has not been, and is not expected to be, a major problem for the University in the immediate future."

Des représentants de l'université à l'assemblée annuelle de la Société canadienne pour l'étude de l'enseignement supérieur ont tenu les mêmes propos l'année dernière. De fait, aucune des craintes exprimées par le recteur Strangway et les recteurs des universités on-

Voir PRÉSIDENT/16

CONFERENCE.........1

for five chairs of women's studies, and the increase in the numbers of women appointed to management positions in the public service.

But Professor Coulter, who is coordinator of the Women's Studies Program at Athabasca University, questioned whether the terms and conditions of hiring and promotion in the federal public service ensured equal opportunities for women. She also pointed to sexual harassment and pay equity in the public service as two areas that needed to be addressed by government.

Professor Coulter said the Federal Contractors Program was "meaningless" because it lacked enforcement mechanisms. Good results were dependent on university administrations acting in good faith, she said. She also slammed the federal government's daycare program which she said would actually fund fewer spaces than are presently available.

In addition, Professor Coulter said a number of the government's recent major policy initiatives in other areas, such as free trade, raised serious questions about its commitment to women. Further, she warned that the Meech Lake Accord would reduce the federal government's ability to ensure national standards and universal programs in areas such as daycare and unemployment insurance.

Turning to the university sector, Professor Coulter criticized the organizers of the government-sponsored National Forum on Postsecondary Education for discouraging the participation of women at the forum and for failing to include women's issues on the agenda.

She pointed to the shortage of research dollars made available to women, notably for feminist scholarship, as a clear sign of the government's lack of commitment to women. She questioned the commitment of the government to promote the participation of women in science and engineering. She also pointed to the fact that women students are at a disadvantage economically because they earn less than men at summer jobs, and that part-time students, the majority of whom are women, do not benefit from tax relief.

Student aid
International students

In the session on student aid and international students, guest speaker Stewart Goodings, Assistant Under Secretary of State (Education Support) focused on major changes in the post secondary environment that have affected student aid since the Canada Student Loans Program (CSLP) was established 25 years ago. He pointed to the rapid growth in post secondary enrollment which has seen the student population triple over the period of the CSLP. This growth, coupled with an increase in the number of students using the program — up to 49 percent from an original 20 percent — has pushed the annual budget of the CSLP to $370 million, he said.

Mr. Goodings acknowledged that times are tough financially for many post secondary students. He pointed to a recent study which found that 20 percent of students carry a debt load of more than $20,000 when they graduate, a sum which many find difficult, if not impossible to pay back.

He said that the government is looking at measures to relieve the situation in the short-term, such as extending interest relief and introducing more flexible repayment provisions.

In the long-run, he said, the government is looking at more fundamental changes which could include the introduction of a grant or bursary component to the program. He cited the recent establishment of an intergovernmental committee which will study the problem and a national advisory group representing 14 organizations (including CAUT) which is undertaking a review of the CSLP.

On the subject of international students, Mr. Goodings characterized Canada as "a bit of an odd-man out" on the issue. While other western countries have been experiencing a growth in the numbers of foreign students, Canada has witnessed a dramatic drop in recent years, he said.

Mr. Goodings said the government has been trying to reverse this trend. He pointed to a recent reversal of employment regulations which had prevented foreign students and their spouses from working in Canada. He also cited a doubling in the number of students supported by the Canadian International Development Agency (CIDA) and government support of projects being conducted by the Canadian Bureau for International Education (CBIE).

Conference addresses government's policies on science. LR-Roberto Gualtieri (MOSST), CAUT President John Evans, Clément Gauthier (National Consortium).

Finally, at the provincial level, Mr. Goodings said the Secretary of State was engaged in "a civilized debate" with the Council of Ministers of Education over the issue of differential fees, but suggested that it would not be an easy problem to solve.

Official commentators Jim Fox, Director of Policy and Public Affairs at CBIE, and Tony Macerollo, Chair of the Canadian Federation of Students, both credited federal government officials with a positive attitude to problem solving in the areas of student aid and international students.

Mr. Fox echoed Mr. Gooding's concern over the dramatic drop in the numbers of international students which he attributed to provincial policies of differential fees as well as the lack of support systems on campuses.

Mr. Fox said the issue of international students was being "confused with dollar signs" while, in fact, their contributions go far beyond economic considerations. Differential fees were formerly used as a deterrent, but now they are being looked on as revenue generators. As a result, he said, the real costs of pursuing post secondary studies in Canada for foreign students are well above most other western countries.

Mr. Fox also warned that Canada should not feel complacent about its efforts to accommodate international students. He said studies have shown that foreign students experience extreme degrees of loneliness and anxiety during their stays here. He called on the government to provide funds for the establishment of programs that respond to their special needs.

In his response, Tony Macerollo said the question of student aid had to be reviewed in the light of the overall economic climate. "The best form of aid," he said, "is a summer job."

Mr. Macerollo expressed concern over the enormous debt loads being carried by many students and the growing number of instances of students defaulting on loans.

Mr. Macerollo said access to universities should not be limited to those who can afford it. He referred to a number of policy options recommended by the CFS : the establishment of a national grant and bursary program, the elimination of tuition fees. and changes in tax policy which would reduce the onus on parental support.

The view from Britain

In her address to the conference, Diane Warwick painted a gloomy picture of higher education in "embattled Britain" where savage cuts in funding and "restructuring" have rocked the system.

Ms. Warwick said the AUT has had to overcome "an immense image hurdle" to gain public support in its fight against government cuts. It has been very difficult, she said, to respond to criticisms of elitism and inability to accept change on the part of the universities.

Since the Conservatives under Prime Minister Margaret Thatcher came to power, Ms. Warwick said, British universities have had to contend with the ideological zeal of a government committed to reduce the role of public funding. She also pointed to the Thatcher government's anti-intellectual stance which has remained unsympathetic to the larger role of higher education. The education Reform Bill currently before Parliament she said, is "the culmination of a series of attempts to criticize the works and the people who teach in our universities." The present government cannot tolerate an independent, critical university system, and is trying to control what universities do and what they teach, she said.

Ms. Warwick warned the conference that Canadian academics could find themselves "going down the same road" in the years ahead. However, she ended on "a slightly optimistic note", referring to the strong support the AUT has received from its members. She said that despite the problems, many lessons have been learned by the professoriat and an increasing number of members have come to see the benefits of maintaining a strong union which can oppose the government.

Simulation

The core of the conference was an extended workshop, or simulation, which took place over the three-day meeting. Conference participants in role-playing sessions gained "on-hands" experience in lobbying and public relations. Participants were divided into groups, each representing a fictitious province. Members in each "province" played the roles of minister and deputy minister of education and heads of university faculty associations.

The activity centered around a major speech in the provincial legislature by the minister of education which threatened, among other measures, drastic cuts in funding for and downsizing of the universities in the province, abolition of tenure, and the banning of faculty unions. According to the simulation, influential media outlets in the province were sympathetic to the minister's stance.

Each group was responsible for devising a strategy to react to the minister's speech. They were expected to respond to an editorial in a prominent newspaper that was supportive of the minister, to go on radio and T.V., and to arrange for and to conduct a meeting with the minister. During the course of the simulation, training sessions were held on letter writing, radio interviews, and other lobbying techniques.

There were additional sessions held on: Knocking universities and what to do about it; the federal government — how it operates vis-à-vis universities and who gets what; and the next federal election.

L'Association canadienne
pour la promotion
des services de garde
à l'enfance

LA GARDE DES ENFANTS:
UN DÉFI À RELEVER

Conférence nationale sur la garde des enfants

du 21 au 25 avril 1988

organisé par:

L'Association canadienne pour la promotion des services de garde à l'enfance

Renseignements: (613) 594-3196
323 rue Chapel, Ottawa K1N 7Z2

The Canadian Day Care
Advocacy Association

CHILD CARE:
MEET THE CHALLENGE

National Child Care Conference

April 21 - 25, 1988 Ottawa, Ontario

hosted by:

The Canadian Day Care
Advocacy Association

Information: (613) 594-3196
323 Chapel Street, Ottawa K1N 7Z2

Memorial, Mount St. Vincent certify

The number of faculty unions in Canada was boosted by two in March with the certification of faculty associations at Memorial and Mount St. Vincent Universities.

On March 24, after two and a half years of certification hearings - the longest in Canadian faculty association history, the Newfoundland Labour Relations Board certified the Memorial University of Newfoundland Faculty Association (MUNFA) as the bargaining agent for most full-time academic employees at the university. The new bargaining unit also includes sessionals who work 50 percent or more of a normal full time workload. However, unlike the situation with most faculty unions, it excludes department heads.

The vote itself took place over an extended period, beginning in mid-February and finishing when the results of a mail ballot for out-of-province faculty were counted March 24.

Of the 811 ballots cast, 529 voted in favour of certification (65 percent), while 281 voted against. There were 902 eligible voters.

Mark Graesser, who is the secretary of MUNFA and was a member of the committee directing the certification, said the faculty association regarded the vote "as a very strong mandate".

Prof. Graesser said MUNFA's negotiating committee was in place and ready to start work.

"We have already given notice to the administration that we want to begin bargaining on our first collective agreement immediately," he said.

* * * *

Mount Saint Vincent University Faculty Association (MSVUFA) was certified on March 16 as the bargaining agent for full time faculty, department chairs, sessionals and professional librarians at the university. The vote there was 96 in favour, 15 opposed, of a total unit of 150.

The president of MSVUFA, Margie O'Brien, said she believed the collective bargaining process would enable faculty at the Mount to resolve some long-standing problems with procedures, particularly in the area of contract renewal, promotion and tenure.

In 1986 the Supreme Court of Nova Scotia ruled that the university's procedures for contract renewal and tenure were not just. According to Professor O'Brien, the university responded with minimal changes to the contract procedures. "Unfortunately, the present procedures still do not meet the standards of fairness set by the CAUT."

Although contract procedures are a major concern, MSVUFA would like to see working conditions that are comparable to universities of similar size. Mount St. Vincent faculty have fewer benefits, lower salaries and less professional support than their colleagues at other Nova Scotia universities.

Professor O'Brien is optimistic that negotiations will proceed smoothly. "The administration and the Board of Governors responded positively to our decision to form a union. We expect this cooperative approach to continue. Everyone agrees that the Mount must have competitive working conditions to attract and keep high calibre faculty."

Sask. on strike

The Faculty Association at the University of Saskatchewan went on strike at noon on March 28. The main point of contention is salaries. Negotiations have been ongoing since May of last year without a resolution of the outstanding issues.

Prof. Peter Millard, President of USFA, and Prof. John Evans, President of CAUT, addressed a rally at the beginning of the strike. A large number of faculty, students and support staff were present. Students marched on the picket line as did representatives of the university's CUPE branch. There is strong union support in the city for the Faculty Association.

Once the strike started, the University proposed the use of a conciliator. The Faculty Association indicated that it would be prepared to meet the conciliator whenever he arrived from Regina, but that the strike would continue until a settlement was negotiated.

The provincial government will be bringing down the budget for the next fiscal year on March 31.

Correction

With respect to the "Librarians" column published on page 6 of the March 1988 *Bulletin*, please note that Rita Vine (Calgary) is a current member of the CAUT Librarians Committee. Also note that the 1989 Canadian Library Association (CLA) Conference will be held in Edmonton.

CAUT offers group home and auto insurance plan

In a continuing effort to provide additional benefits to members, CAUT has now implemented a Group Home and Auto Insurance Program. A package detailing the plan, along with Request for Quotation forms have been inserted in this issue.

The plan is underwritten by Simcoe Erie Group, the 17th largest general underwriting group in Canada. Simcoe Erie has its head office in Hamilton, Ontario with branches in Toronto, Montreal, London, Ottawa, Delhi, Bermuda and New York.

The plan will be administered by Group Services Insurance Brokers in Willowdale, Ontario. Requests for quotations or additional information should be directed to them by mail or by calling their toll free number as indicated in the enclosed brochure. While unable to guarantee reductions in every instance, the group rates for automobile insurance average 20% lower than individual rates and approximately 10% lower for home insurance rates.

The plan is open to all regular, associate and retired members of CAUT as well as staff of the national, provincial and local associations.

L'ACPU offre une police collective d'assurance-auto et d'assurance-propriété

Dans un souci constant d'offrir des avantages supplémentaires à ses membres, l'ACPU vient de mettre en place un régime d'assurance-auto et d'assurance-propriété collectives. De la documentation sur le régime ainsi que des formulaires de demandes de cotations se trouvent à l'intérieur du présent numéro.

Le régime est souscrit par le groupe Simcoe Erie, le 17e souscripteur d'assurance générale au Canada. Le siége social de Simcoe Erie est situé à Hamilton, en Ontario, et ses succursales sont à Montréal, London, Ottawa, Delhi, New York et aux Bermudes.

Le régime sera administré par le Group Services Insurance Brokers, situé à Willowdale, en Ontario. Il faut adresser les demandes de cotations ou de renseignements supplémentaires à cette compagnie ou lui téléphoner en utilisant le numéro sans frais indiqué dans le dépliant ci-joint. Bien que des réductions ne soient pas garanties dans tous les cas, les taux pour l'assurance-auto collective sont 20% inférieurs à ceux des polices individuelles et les taux de l'assurance-propriété sont environ 10% inférieurs.

Tous les membres réguliers, associés ou à la retraite de l'ACPU sont admissibles ainsi que tous les employés des associations nationale, provinciales et locales.

Become a UNICEF Volunteer

IT'S A CHANCE TO GROW
For both of you!

Unicef Canada

1-800-268-6364

Steacie Memorial Fellowships

Photo: From left to right — Dr. S.C.H. Barrett, Dr. S.D. Tremaine, Dr. A.W. May, Dr. K.R. Davidson, Dr. W.G. Habashi.

Four young researchers have been presented with one of Canada's highest awards for science and engineering achievement — the E.W.R. Steacie Memorial Fellowship. The fellowships are awarded annually by the Natural Sciences and Engineering Research Council (NSERC). Recipients are chosen from top researchers nominated by almost every Canadian university.

The 1988-89 fellows are:

Dr. Scott D. Tremaine — University of Toronto astrophysicist whose predictions of the existence of ring-shepherding satellites on Saturn were confirmed in spectacular fashion by the Voyager satellite. Dr. Tremaine has also worked extensively on the structure and evolution of galaxies and his insights into the dynamics of comets have received international acclaim. Under his leadership, the Canadian Institute for Theoretical Astrophysics has gained a *reputation* as one of the leading centres for astrophysics in the world.

Dr. W.G. Habashi — Concordia University mechanical engineer responsible for some of the most heavily used codes in aerodynamics and for helping Canada set a world standard in aviation technology. His work in applied mathematics (computational aerodynamics) has formed part of the backbone of most engine designs for the past 5 years at Pratt and Whitney Canada (including the Dash 8). The work of his group has been a large factor in the success of the Canadian gas turbine industry against the onslaught of competition from sophisticated firms in the US, UK and France.

Dr. Kenneth R. Davidson — University of Waterloo mathematician acclaimed internationally as one of the leading mathematicians working in the area of mathematics known as Operator Theory. Dr. Davidson is recognized for his growing number of difficult mathematical proofs, his broad knowledge of mathematics, and his speed and clarity of thinking. He is responsible for the most important new development in the Noncommutative Approximation Theory since the discovery of the Apostol-Herrero Voisulesco Theorem almost ten years ago. His recent book on nest algebras, which synthesizes all of the major discoveries in the subject and clarifies many early proofs, is of immense value to researchers.

Dr. Spencer C.H. Barrett — University of Toronto plant evolutionary biologist who has made major contributions to our understanding of plant mating behaviour and of the mimicry of crop plants by weeds. Dr. Barrett's primary research specialization is plant breeding systems, a subject made famous by Charles Darwin, and one that is proving particularly favourable for modelling and experimental studies of a variety of evolutionary problems. Dr. Barrett's unusual mastery of plant genetics, systematics, evolution, and ecology has moved him to the top of his field in a very short period of time. Dr. Barrett is the first population biologist to win a Steacie Fellowship.

Dr Arthur May, President of the Natural Sciences and Engineering Research Council, presented the awards in a ceremony at the National Arts Centre in Ottawa.

The Steacie Fellowships recognize outstanding achievements by scientists and engineers who are still at a relatively early stage in their careers. For the recipients, it means an opportunity to work full-time on their research projects as well as to secure substantial additional research funding from the federal council.

The fellowships are awarded in memory of Edgar William Richard Steacie, President of the National Research Council of Canada from 1952 to 1962, and a pioneer in the development of science and engineering in Canada.

La rémunération des professeurs en Ontario: un rapport choc

par Robert Léger
Professionel à l'ACPU

Les professeurs d'université de l'Ontario sont sous-payés conclut un rapport commandé par le Conseil des universités de l'Ontario (C.O.U.). Le rapport, *"A comparative study of compensation of faculty and senior administrative personnel in Ontario universities"*, a été produit par Hay Management Consultants. L'étude conclut que la rémunération totale (salaire, avantages, émoulements) des administrateurs et professeurs d'université de l'Ontario est inférieure à celle d'employés comparables de la province.

Selon l'introdution du rapport, pour beaucoup de gens, la tâche du professeur se limite à l'enseignement. Et cela n'aurait rien de surprenant car plusieurs personnes n'ont eu affaire à des professeurs qu'en tant qu'enseignants. Le rapport considère que si la tâche du professeur ne consistait exclusivement qu'à enseigner, la permanence n'aurait pas de sens. Mais étant donné que la tâche du professeur consiste aussi à faire de la recherche, la permanence devient alors logique et nécessaire. Le même raisonnement s'applique, selon l'étude, au congé sabbatique. La recherche qu'on exige du professeur rend le congé sabbatique essentiel à la poursuite du savoir:

> To the outsider the sabbatical often represents the most extravagant of perks. But from the vantage point provided by our examination of the academic enterprise, sabbaticals are not perks, but instead an important and essential means to the realization of academic potential.

Le rapport considère que comparer la rémunérations des employés des universités avec celle des professionnels à leur compte équivaut à comparer des pommes et des oranges. Il se limite donc à comparer le personnel administratif et les professeurs avec les employés des secteurs public et privé ayant des postes à responsabilité équivalente ("positions of equivalent job size").

Pour les auteurs de l'étude, l'évaluation de la performance des professeurs d'universités est autant, sinon plus, rigoureuse que celles des employés comparables dans les secteurs privé et public.

Les salaires des professeurs sont moins élevés que ceux des employés comparables des secteurs privé et public. Par contre, les avantages économiques sont comparables. Les émoulements tels que auto fourni, club social, préparation des rapport d'impôt, etc, sont à peu près inexistants dans les universités. Il n'en est pas de même pour les employés du secteur privé et même pour le secteur public. Le rapport conclut:

> On the basis of measured job content, compensation for academics at the midpoint of their career falls below that of the selected comparator groups.

Le tableau, tiré du rapport, illustre d'une autre façon ce point de vue:

Le rapport du C.O.U. reprend à son compte l'argumentation de l'ACPU sur la rémunération de carrière ("lifetime earnings"). Dû au fait que les professeurs commencent leur carrière a un âge plus avancé que beaucoup d'autres professions et à un salaire relativement bas, il s'en suit, pour les auteurs du rapport, que les professeurs sont pénalisés financièrement si on considère la rémunération reçue durant toute leurs carrière. Comme le disent les auteurs:

> The high age threshold, low starting salaries and extended probation and maturation period combine to impact negatively on the career earnings of faculty.

Le sommaire du rapport, traduit par l'ACPU, est à la fin de cet article.

Comparaison entre les salaires des professeurs et ceux de postes comparables pour l'année 1987

Assistants	38 000 $
Agrégés	51 600 $
Titulaires	65 600 $
Total — professeurs	55 500 $
Secteur privé (tous)	68 200 $
Secteur privé — professionnels*	71 000 $
Secteur public	59 500 $

*Les professionnels du secteur privé n'incluent pas ceux ayant des responsabilités de gérance. Leurs disciplines sont le droit, l'économie, le génie, les sciences, etc.

****

A la demande du Conseil des universités de l'Ontario, le cabinet d'experts-conseils Hay Management Consultants a effectué une étude comparative de la rémunération des professeurs et des cadres supérieurs des universités ontariennes et de celle des professionnels des secteurs privé et public. Voici les conclusions principales de l'étude:

Cadres supérieurs non enseignants

1. Les pratiques de rénumération dans les 13 universités étudiées sont suffisamment uniformes pour les appliquer à l'ensemble des universités.
2. Le secteur privé présente plus d'analogies que le gouvernement avec les postes de cadres supérieurs non enseignants.
3. La rémunération moyenne totale (rémunération en espèces, les avantages et les émoluments) des cadres non enseignants est inférieure à celle du secteur privé. Les avantages sont le seul élément concurrentiel. Il n'y a pratiquement pas d'émoluments.

Professeurs

1. Il n'existe essentiellement qu'un emploi d'universitaire: il consiste en une tâche divisée en trois volets, soit la recherche, l'enseignement et le service à la communauté.
2. Il n'y a pas d'analogies à faire avec les secteurs public ou privé. Il existe toutefois des postes dont la proportion des responsabilités est équivalente.
3. On ne peut définir le rôle du professeur que dans le contexte de l'université. En ce sens, le poste est organisationnel. Par conséquent, la rémunération des professeurs se compare à celle des professionnels à l'emploi d'organismes des secteurs public et privé mais non à celle des professionnels autonomes.
4. Si l'on mesure le contenu d'un emploi, la rémunération des professeurs au mitan de leur carrière est inférieure à celle des groupes de comparaison choisis.
5. Les traitements à l'embauche sont nettement inférieurs à ceux des employés des secteurs privé ou public, dont les responsabilités sont proportionnellement équivalentes, et sont fonction des périodes d'essai et de maturation prolongées qui régissent l'avancement dans les divers échelons universitaires.
6. L'âge tardif et les traitements à l'embauche ainsi que les périodes prolongées d'essai et de maturation nuisent aux gains de carrière des professeurs.
7. Les pratiques d'administration des traitements des professeurs (un traitement en fonction de la maturité) entraînent une corrélation élevée entre l'âge et la rémunération.

Report says faculty in Ontario are underpaid

by Richard Bellaire
CAUT staff

Faculty in Ontario are underpaid says a management consultant's report commissioned by the Council of Ontario Universities (COU).

COU hired Hay Management Consultants to study and compare the compensation for senior administrative personnel and faculty at universities in Ontario. The result was a 35-page report - *A Comparative Study of Compensation of Faculty and Senior Administrative Personnel in Ontario Universities* - issued in February 1988. The report found the faculty and senior administrative personnel at Ontario universities were receiving compensation less than that for comparable private sector occupations.

The report states:

> On the basis of measured job content, compensation for academics at the midpoint of their career falls below that of the selected comparator groups.
>
> The high age threshold, low starting salaries and extended probation and maturation period combine to impact negatively on the career earnings of faculty.

The report indicates that if the occupation of a faculty member just comprised teaching then the compensation could be viewed as high. However, the faculty member's job is very much more than just teaching.

> The moment one puts scholarship and research at the centre of the academic enterprise, then the issues of workload, sabbaticals and tenure become transformed and are seen in a very different way. Half the value assigned by the Hay evaluation system to the academic position derives from the activity of research and scholarship.

The report acknowledges the unique nature of the academic career and the fact that the type of job carried out by professors is without comparison in the civil service or the private sector. Professors are employees who can only exist in the context of a university. Where other employees expect career progress by promotion, the career of a professor is one of maturation in the role of teacher, scholar and researcher. The report views the career of a professor as constituting one job with an extended probationary period.

What separates the professor from other types of teachers is the requirement for research and scholarship, with the expectation in many disciplines that the professor will compete for and receive outside research funding.

The report reviews the normal career patterns of faculty members from untenured, assistant professor, through tenure-review and promotion and finally the position of full professor. The report stresses the high age threshold for the career pattern of faculty members.

Hay Management is very positive in its view towards tenure. It states unambiguously that tenure is "understandable when one understands that the job of the professor is more about scholarship than teaching". Professors, even with tenure, can still be terminated for cause. Though few professors are terminated, the report stresses that few people in any large organization are ever terminated. This is seen as the result of the inertia of large organizations rather than directly related to the presence of a tenured system at universities.

On the question of sabbaticals, the report says:

> To the outsider the sabbatical often represents the most extravagant of perks. But from the vantage point provided by our examination of the academic enterprise, sabbaticals are not perks, but instead an important and essential means to the realization of academic potential.

The review process for professors (both for tenure and promotion) is viewed as far more rigorous than procedures generally employed in the private sector.

As a result of this analysis, Hay concludes that faculty in Ontario are undercompensated in comparison to private sector groups. This is demonstrated in the accompanying table from the report.

Relationship between academic salaries in 1987 with those of positions of comparable job content

Assistant professor	$38,800
Associate professor	$51,600
Full professor	$65,600
Faculty overall	$55,500
Private sector:all positions	$68,200
Private sector:professionals	$71,000
Public sector	$59,500

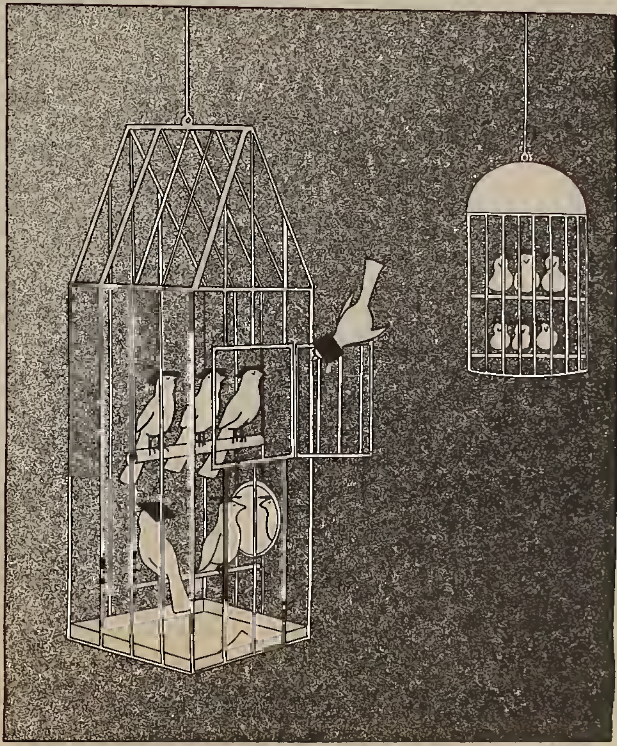
Private sector:professionals do not include professionals with managerial responsibilities. Professional disciplines represented here are Law, Economics, Engineering, Science, etc.

The report also develops a lifetime earnings model, which CAUT has employed many times in the past. This model also shows the undercompensation of faculty over a career because of the unique nature of the salary structure for faculty.

The employee benefit packages of universities are seen as competitive with both the private and public sector and not generally significantly better. Further, the private sector groups used for comparison provide a much higher level of perquisities to their senior employees, i.e. company cars, country clubs, etc. Of course, a number of perquisities such as stock options are available only to the private sector.

Academic freedom and its limits

From cover story



Tom McOonald

There is a brief formulation that probably commands wide assent: academic freedom makes it possible for the world we inhabit to be subjected to all forms of critical examination. I doubt if there is any academic activity within the university which could not accommodate itself to that phrasing. Push beyond this formulation, and ask why it is worthwhile to subject the world to all forms of critical examination, and you begin to find differences of emphasis which can shade into dispute.

For some academics a critical examination of the world we inhabit is grounded in a collective version of the old Platonic adage, that an unexamined life is not worth living: the activity is valuable in itself, and offers a safeguard against complacency and delusion.

For other academics the world which is to be critically examined is understood to be that world which can be subjected to forms of quantitative analysis and report: here the justification lies in the discoveries which emerge, and which may — if wisely used — improve the quality of human life. It is not necessary for the purposes of this conference to try to reconcile these differing positions, but it is essential to recognize that academic freedom can never be seriously discussed (or defended) without invoking the purpose of learning itself.

Intellectual activity in the 1980s expresses itself at least as often in terms of process and methodology as it does in terms of discrete ideas or topics. If there seem now to be few restraints on areas of investigation, or points of view, it does not necessarily follow that academic freedom is being exercised more fully than it was in the 1960s.

Nevertheless, for future debate, I commend to you a resonant and comprehensive passage composed nearly four hundred years ago by Francis Bacon, in which he distinguishes the true end of knowledge from various corruption not unknown to the university world of our own day:

> ...the greatest error of all...is the mistaking or misplacing of the last...end of knowledge: for men have entered into a desire of learning and knowledge, sometimes upon a natural curiosity and inquisitive appetite; sometimes to entertain their mind with variety and delight; sometimes for ornament and reputation; and sometimes to enable them to victory of wit and contradiction; and most times for lucre and profession; and seldom sincerely to give a true account of their gift of reason to the benefit and use of men; as if there were sought in knowledge a couch whereon to rest a searching and restless spirit; or a terrace for a wandering and variable mind to walk up and down with a fair prospect; or a tower of state for a proud mind to raise itself upon; or a fort or commanding ground for strife and contention; or a shop for profit or sale; and not a rich storehouse for the glory of the Creator and the relief of man's estate.

Like all other freedoms, academic freedom is conditioned by the situation in which it is exercised. It may be worthwhile to recall some of the factors which condition the exercise of academic freedom as understood in each of the four senses I have noted.

If the academy exists to cultivate and communicate knowledge, its freedom to do that is bound to be conditioned by the social-economic-political world in which it is set. Its freedom will be conditioned by the form of recognition the larger world accords the academy. Formal recognition through legislation or charter will specify the governing structure of the academy and perhaps the degrees or programs it may offer. Canadian academics do not need to be reminded that the freedom of the academy is conditioned also by the forms and levels of financial support received. And its freedom will be conditioned by other factors, some so obvious as to be overlooked, like the climate.

If the body academic within the academy — that is, the teaching faculty taken collectively — exists to develop and carry out programs of teaching and research, its freedom to pursue that work will be conditioned by its place within the corporate structure of the academy, as well as by the larger world in which the academy is set. Freedom to make decisions on academic programs will be relatively broader if such power is vested in a Senate in which elected faculty sit as a majority, than if the faculty is in a minority in Senate, or merely a component within a unicameral governing council. But faculty freedom will always be conditioned by the control that senior administrative officers have over appropriations. And both faculty and academy are learning that even the freedom to make strictly academic decisions can be conditioned by sectorial planning within a province. Furthermore, the body academic itself contains a hierarchy, and so the body called a department exercises a freedom conditioned by the fact that its major decisions must be conveyed as recommendations to a faculty council at least, and often from there to the Senate.

Academic freedom as the capacity of the individual faculty member to function freely within the body academic is the best-known sense of the term: "to teach, investigate, and speculate without deference to prescribed doctrine" is the CAUT formulation. The individual faculty member's academic freedom will nevertheless be conditioned by the immediate context of the academic unit in which he or she holds appointment. His freedom will be conditioned by the nature of his teaching assignment—the subject matter of his courses, the size of the enrolment, regulations concerning evaluation, duration of the semester, timetable, and so on. And there will be conditioning elements beyond his teaching assignment, such as laboratory and library facilities, the availability of research grants, the academic support services available, and all those factors comprehended in the phrase, *terms and conditions of appointment*. At the start of the faculty member's career his academic freedom is bound to be conditioned by the fact that the appointment itself is for a specific term.

And finally, the academic freedom of the student is conditioned by the requirements of the program is which he or she is registered, by the scholarly resources of the university, by the various university regulations governing students, and most obviously by the fact that students are subject to evaluation at regular intervals by various instructors.

Here are some of the factors which condition the exercise of academic freedom, and in conditioning its exercise, they necessarily impose limits. The university as corporate institution is not free to conduct experiments in governance which violate the terms of the appropriate university act or charter; the professor is not free to offer a course of instruction within the university which has not been approved by the appropriate academic bodies; students are not free to pursue studies in programs to which they have not been admitted.

In examples of this sort the limits imposed are simply corollaries of certain factors conditioning the exercise of academic freedom. But these same conditioning factors can all be abused so as to transform acceptable limits into unacceptable limitations. The fact that a student is subject to regular evaluation by instructors does not authorize instructors to use evaluation to enforce a uniformity of opinion among those they teach. The fact that courses of instruction must be approved before they can be offered does not authorize departments or faculty councils to reject course proposals as a means of excluding methodologies or orientations which they find uncongenial. The fact that the university is largely dependent on the state for its operating revenues does not authorize the state to dictate the tasks which the university is to perform.

But this last example demonstrates how fine a line can separate a limit from a limitation. It is reasonable for the state to expect that the funds it supplies will be well used — that the university will be the best university it can be. It is unreasonable for the state to assign a university specific tasks to perform: that would be to place the university in permanent trusteeship. But in a province which has seven universities, or fourteen universities, is it unreasonable for the state to say, "We have heard no credible justification for the teaching of thaumaturgical sciences in five separate universities, and so unless the universities can rationalize those program offerings for themselves, then we will have to find a means of doing it for them"?

How can we actually know, now, when it is so important to know, that we are making the very best use of our limited resources? What convincing evidence can we offer to ourselves and to those from whom we seek a better level of financial support, that we are doing as well as possible what we have decided in our freedom to do?

The most difficult question, of course, has to do with the limits on the freedom of the individual faculty member to "teach, investigate, and speculate without deference to prescribed doctrine." The factors which condition his work entail limits on his freedom, just as do the factors which condition the work of the student, the body academic, and the corporate institution. For instance, research is part of the normal academic duties of a faculty member and therefore research will be subject to evaluation at several moments in an academic career, when the whole performance of a faculty member is evaluated: renewal of appointment, candidacy for tenure, candidacy for promotion (and potentially at any time in an academic career, since no faculty member, tenured or untenured, is immune from proceedings for dismissal).

It is often asserted that evaluation of research poses no threat to academic freedom so long as the evaluation is carried out by the faculty member's peers: I have argued elsewhere that peer evaluation itself presents special dangers, that precisely because it is seen as the principal safeguard of academic freedom, it can impose limitations that are not easily detected.[1]

To be aware of the factors which condition the exercise of academic freedom is also to be aware of the limits which each of those conditions entails; to make ourselves aware of those limits can, in turn, alert us to the way in which any one of them can become

See ACADEMIC/27

Nouvelles brèves du Québec

par Susan Gray
Collaboratrice du Bulletin

L'UQAM et l'Université Concordia viennent de conclure la première entente inter-universitaire canadienne portant sur la liaison industrie-recherche et développement. Il y aura un bureau dans les deux institutions; 475 ingénieurs et scientifiques seront impliqués. Le budget de $170,000 dévolu à ce projet pour une période initiale de deux ans provient du Conseil national de recherche du Canada.

L'économie des ressources financières et l'amélioration des services aux entreprises sont la raison d'être du projet, qui va promouvoir le transfert de technologie entre les recherchistes et le secteur privé et améliorer la position compétitive des compagnies canadiennes sur les marchés internationaux.

L'entente a été signée le 5 février et des représentants des trois paliers gouvernementaux étaient présents ainsi que des chefs d'entreprise importants. L'UQAM mènera la barque en ce qui a trait aux sciences environmentales et aux études géotechniques et Concordia fera de même dans le domaine du génie. Entre autres, le nouveau bureau déterminera le potentiel commercial des produits, des brevets d'invention et de la technologie et mettra les compagnies en contact avec les universités concernées afin de faciliter le développement de produits ayant un potentiel commercial.

The Thursday Report (L'UQAM et l'Université Concordia

Lundi, le 15 février, a eu lieu une rencontre sans précédent entre le premier ministre Robert Bourassa et des représentants de l'Université Concordia; c'était la première fois que Bourassa rencontrait les représentants d'une seule université pour parler de problèmes monétaires. Le premier ministre a déclaré qu'il ne pourrait pas donner de fonds supplémentaires à Concordia pour la période de 1987 à 1989, mais il a promis que la formule récemment employée pour régler des disparités entre les universités québécoises pour la période 1987-9 ne serait plus utilisée après cette période. Pour chaque étudiant/e équivalent-temps plein, l'Université reçoit environ $1300 de moins que la moyenne parmi les universités de cette province.

The Thursday Report (Concordia)

De passage à l'Université du Québec à Rimouski le 17 février, le ministre de l'Enseignement supérieur et de la Science du Québec, M. Claude Ryan s'est montré favorable à l'idée de développer davantage la recherche en région. Il a utilisé comme exemple l'océanographie dans la région de Rimouski.

UQAR-Information (l'Université du Québec à Rimouski)

Face au désir, maintes fois exprimé par les trois paliers de gouvernement, de voir un changement positif dans l'administration des organismes culturels du pays, surtout ceux du Québec, l'École des Hautes Études Commerciales a décidé d'offrir un diplôme spécialisé de deuxième cycle en gestion d'organismes culturels. C'est le premier diplôme de ce genre offert en français au Canada et il bénéficiera d'une subvention de $30,000 provenant du ministre fédéral des Communications ainsi que d'un don du même montant de la Fondation de la Famille Samuel et Saidye Bronfman.

Il s'agit d'un programme de trente crédits qui privilégiera les actuels gestionnaires d'organismes culturels par rapport aux bacheliers qui viennent de terminer leurs études, à part des cours obligatoires comme la gestion des entreprises artistiques, on pourra suivre des cours optionnels comme la gestion à l'intérieur du secteur public et des coopératives.

Forum (L'École des Hautes Études Commerciales)

Le Sénat a récemment approuvé l'insertion d'une nouvelle règle concernant la recherche militaire. Elle se lit comme suit: "Les candidats aux contrats ayant comme source une agence militaire gouvernementale doivent indiquer sur une formule de la faculté des études supérieures si cette recherche a des conséquences directes nuisibles. Si L'Université l'exige, les postulants doivent fournir un rapport écrit décrivant les possibilités de cette application et les avantages potentiels de leur recherche."

Le Sénat a aussi approuvé la création d'un centre pour la recherche et l'enseignement concernant les femmes. McGill assurera un financement pour une période initiale de cinq ans; jusqu'à présent la mineure en Études des Femmes (Women's Studies) était supervisée en rotation par des membres de la faculté qui n'étaient pas payé/es pour le faire.

The Reporter (McGill)

Un professeur de Physique de l'Université de Montréal connu mondialement pour ses travaux en astrophysique vient de remporter le Prix Steacie, du Conseil national de recherche du Canada. Le prix, qui consiste en une somme de $5000, non imposable, est accordé annuellement à un chercheur de moins de quarante ans, qui a apporté une contribution exceptionnelle à la recherche scientifique.

Fontaine, connu surtout pour ses travaux sur les naines blanches, avait déjà reçu la bourse Steacie en 1986. Cette bourse l'a aidé à poursuivre ses recherches avec une équipe de scientifiques des États-Unis et du Brésil. L'an dernier, après quinze ans de recherche, ce groupe a trouvé une méthode de calcul de l'âge de l'univers, la plus exacte qui ait été découverte à ce jour.

Forum (l'Université de Montréal)

Yves M. Giroux, adjoint au recteur de l'Université Laval et président du Centre francophone de recherche en informatisation des organisations, a été désigné président du Conseil d'administration de la Société du télescope Canada-France-Hawaii. Cette société, créée en 1974, jouit actuellement d'un remarquable site d'observation sur l'île d'Hawaii. Même si le télescope n'est que le sixième pour sa puissance au monde, l'excellente stabilité de l'atmosphère au sommet du Mauna Kea et les améliorations apportées au télescope rassemblent des conditions inégalées pour les quatre ou cinq ans à venir.

Au fil des événements (Laval)

On a trouvé un surplus dans les coffres de l'Hydro-Québec, depuis la dernière déclaration gouvernementale touchant au financement supplémentaire pour '87-88 et '88-89 (Voir le *Bulletin*, janvier.) Malgré les protestations d'ordre général faites par plusieures universités, l'argent dont il est question n'est destiné qu'aux équipements. Des 500 000 $ promis à l'Université Concordia, elle en a reçu 400 000 $.

L'Université McGill et l'Ecole Polytechnique viennent de conclure une entente pour un programme coopératif conjoint en génie minier. Les élèves de McGill devront suivre une série de cours spécialisés dans leur discipline en français à l'Ecole Polytechnique et les élèves de cette dernière institution feront le contraire. Les élèves pourront faire leurs examens dans la langue de leur choix. Un programme d'été sans crédit donnera de l'expérience aux étudiant(e)s avant leurs périodes formelles de travail.

The Reporter (McGill)

En septembre 1986, l'Université du Québec à Rimouski s'est jointe à M. Paul Fleury de Montmagny, pour mettre au point un nouveau procédé de formage à froid de tôle de grande dimension. Cette invention a été rapportée, en novembre 1987, par le "MIT Report", une publication du prestigieux Massachusetts Institute of Technology qui parle des projets de liaison entre le monde industriel et le monde universitaire.

UQAR-Informotion (Université du Québec à Rimouski)

La Faculté des Beaux-arts de l'Université Concordia vient de signer une entente avec le Ministère des Affaires Culturelles de la Pologne visant à organiser un échange universitaire. C'est la première fois qu'un tel échange est mis sur pied entre la Pologne et une université nord-américaine.

The Thursday Report (Concordia)

L'Université de Montréal vient de nommer une coordinatrice du programme d'accès à l'égalité des femmes dans l'emploi. Il s'agit de Monique Hamelin, agent de recherche au Centre international de criminologie et à l'Ecole de criminologie. Sa nomination est reliée à l'entente signée en novembre dernier par le gouvernement provincial et quatre institutions d'enseignement supérieur; le ministère de l'enseignement supérieur et de la Science a promis 40 000 $ à chacune pour promouvoir l'égalité des femmes au travail. Le ministère travaille aussi au niveau éducatif en offrant un encadrement professionel et de l'information sur les facteurs qui empêchent les femmes d'avoir une véritable égalité dans l'emploi.

Forum (l'Université de Montréal)

Le réseau de Télé-université, dans un effort de décentralisation, vient d'ouvrir deux bureaux régionaux. Cela permettra aux population en région d'avoir accès beaucoup plus facilement aux services et produits offerts par Télé-université.

L'accessible (Télé-université)

Les bibliothèques ont été les premières victimes des coupures faites au secteur universitaire depuis 1982, rapporte la CREPUQ (Conférence des recteurs et principaux des universités du Québec.) On indique de plus, qu'il y avait une accentuation du retard de nos bibliothèques en comparaison avec celles des autres provinces et des normes généralement reconnues dans le secteur des bibliothèques universitaires pendant cette période.

INFO-CREPUQ (UQAR-Information)

Au cours des deux dernières années, les inscriptions aux programmes de premier cycle dans les universités québécoises ont diminué pour la première fois en dix ans. A l'automne 1987 elles ont baissé de trois pour cent; au cours des prochaines années il y aura une décroissance générale du nombre d'élèves dans les universités de cette province.

De 1978 à 1986, l'augmentation des inscriptions universitaires était de quarante pour cent. Depuis, il y a un plafonnement général. La situation était à prévoir et n'est pas nécessairement mauvaise, explique Richard Pérusse, le directeur général de la CREPUQ. Le manque d'élèves, ajoute-t-il, pourrait permettre aux universités de résoudre des problèmes qui existent depuis longtemps, par exemple, le ratio étudiant(e)s-professeurs qui est trop élevé. Suite à cela, les sommes d'argent qui sont reçues par les universités pour répondre à la hausse de la clientèle ne devrait pas être éliminées, renchérit Pérusse. Elles pourraient être utilisées à d'autres fins.

Même s'il y avait une forte croissance dans l'inscription universitaire entre 1978 et 1986 l'écart s'accentue entre l'Ontario et le Québec. Des mesures appropriés devraient être prises, si on veut réduire ce fossé, lance la CREPUQ.

Il y a aussi une différence notable en ce qui a trait au nombre d'inscriptions de femmes et d'hommes aux universités québécoises. Le nombre de femmes au premier cycle augmente; elles y sont majoritaires. Bientôt il y aura aussi une croissance du nombre de femmes au deuxième cycle. Elles restent encore minoritaires au troisième cycle mais, néanmoins, leur présence continue d'augmenter. Quant aux hommes, en 1986, leurs inscriptions générales ont diminué pour la première fois, cela en regard de l'année précédente.

INFO-CREPUQ (Forum)

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

FATHOMING MEECH LAKE, by Bryan Schwartz, Legal Research Institute, Faculty of Law, University of Manitoba. Dr. Schwartz argues that the constitutional accord is seriously flawed and should be revised, if proceeded with at all. He tries to show how judges will interpret the text of the Meech Lake Accord, and how the politicians will wield their power under its terms. He does not accept the argument that constitutional language by its very nature must lack precision and that its effect is hard to predict; responsible debate must include an attempt to predict how particular words will influence political behaviour. Dr. Schwartz teaches constitutional and international law, and is chair of the international and constitutional law committee of the Canadian Bar Association.

TRAVEL, TOURISM AND HOSPITALITY RESEARCH: A HANDBOOK FOR MANAGERS AND RESEARCHERS, by Brent Ritchie and Charles Goeldner, John Wiley and Sons, N.Y., 1987. The authors compiled the handbook using the current tourism research of 45 academics and industry professionals. The material covers all aspects of tourism research from both a theoretical and practical point of view. Professors Ritchie and Goeldner are from the universities of Calgary and Colorado, respectively.

OPERATION WILLI: THE NAZI PLOT TO KIDNAP THE DUKE OF WINDSOR JULY 1940, by Michael Bloch, Random House of Canada Ltd., 1987. In this piece of historical detective work — the result of over four years research as well as interviews with many of the surviving witnesses — the author penetrates one of the greatest remaining mysteries of the Second World War: the plot to bring the Duke of Windsor under German control. The book is based on the Duke's own archives as well as many other unpublished papers. It reveals the full facts about this amazing episode, and shows how the German plot became entangled with other intrigues, including a scheme to overthrow the existing Spanish government. Mr. Bloch is a barrister and historian in London.

LANGUAGE, SCHOOLING, AND CULTURAL CONFLICT: THE ORIGINS OF THE FRENCH-LANGUAGE CONTROVERSY IN QUEBEC, by Chad Gaffield, McGill-Queen's University Press, 1987. Bilingualism was at the heart of controversy in Ontario politics one hundred years ago when Anglophones burned effigies of Louis Riel and Francophones hung flaming images of John A. Macdonald. Strong public reaction to Bill 8 made bilingualism one of the most pressing issues in this year's provincial election campaign. This book recasts this central debate of Canadian history and calls into question both the theory and method of established studies in cultural conflict and ethnic identity. Prof. Gaffield is with the Department of History at the University of Ottawa.

QUEBEC SINCE 1945: SELECTED READINGS, by Michael D. Behiels, Copp Clark Pitman. The 16 articles in this book analyse seven crucial themes: the Duplessis regime, the Quiet Revolution, the radicalization of labour, the constitutional battle, the politics of language, the rise of the P.Q., and the future of Quebec nationalism. Each theme has an introduction and an annotated bibliography to provide contexts and contrasts for the interpretations.

Rassemblement des femmes professeures d'université au Québec

Les programmes d'accès à l'égalité

par Marie-Andrée Bertrand
Vice-présidente externe
de l'ACPU

Les 18 et 19 février derniers, une soixantaine de femmes professeures d'université, au Québec, étaient rassemblées au Château Bonne Entente, dans la capitale provinciale, pour faire ensemble l'analyse et la critique des *Programmes d'accès à l'égalité*.

En effet, ces Programmes, mis en place par le gouvernement du Québec, s'implantent progressivement dans plusieurs universités québécoises. Il y a dix-huit mois, c'étaient les Universités *Laval et du Québec à Montréal* qui se qualifiaient pour recevoir l'aide financière et technique offerte par le Ministère de l'enseignement supérieur et de la science (en collaboration avec le Ministère de la condition féminine) aux établissements qui s'engagent à faire le diagnostic des disparités salariales et de statut, selon le sexe des employés. Cette année, ce sont les Universités *de Montréal et Concordia*, et le Ministre Ryan a par ailleurs annoncé son intention d'étendre le programme à tous les établissements universitaires et à un grand nombre (20) de collèges.

Rappelons que la notion d'accès à l'égalité (qui a remplacé celle de discrimination positive depuis le rapport Abella, 1984), a fait l'objet d'une loi fédérale (la Loi sur l'accès à l'égalité, 1986) qui s'applique aux employés de la fonction publique fédérale et à ceux de quelques sociétés d'État, et d'un programme fédéral (1986) qui lie les établissements universitaires et hospitaliers, à se doter de politiques d'accès à l'égalité lorsque ces institutions reçoivent des contrats d'une certaine importance (200 000$ et plus) du gouvernement fédéral.

Marie-Andrée Bertrand

C'est autour de cette notion et sans doute sur le modèle fédéral que les gouvernements provinciaux du Manitoba, de l'Île du Prince Édouard, de l'Ontario et du Québec se sont dotés de programmes ou de lois visant l'accès à l'égalité. En Ontario et au Québec, les programmes d'accès à l'égalité ont une incidence toute particulière sur les universités.

Essentiellement, et sans répéter ici les informations qu'Helen Breslauer publiait dans ce *Bulletin* (novembre 1986), rappelons que les programmes dont il est question ici consistent en une aide financière minime (20 000 à 50 000$) offerte en l'occurrence par les ministéres provinciaux des universités aux établissements qui se dotent d'une politique d'égalité en emploi. Cette somme sert généralement à payer en partie (Ontario) ou complètement (Québec) le salaire d'un ou d'une coordonnatrice chargé(e) de faire le diagnostic de la situation de groupes minoritaires quant à leur salaire, leur statut, leur chance de promotion, leur accès aux postes de responsabilités.

Généralement, quatre groupes "minoritaires" sont visés par le programme d'accès à l'égalité: les autochtones, les handicapés, les minorités visibles et les femmes. Dans les universités, pour l'instant, c'est le groupe cible "femmes" qui fait l'objet des efforts de redressement, c'est-à-dire toutes les employées féminines des établissements universitaires. Au terme du diagnostic, la coordonnatrice doit élaborer un plan de correction et faire en sorte que tous les secteurs de l'établissement s'y intéressent et en partagent les grandes lignes.

Le programme du Colloque qui s'est tenu au Château Bonne Entente prévoyait plusieurs séances d'informations qui permettaient de comparer les programmes canadiens à ceux des États-Unis, ceux de l'Ontario à ceux du Québec, les universités déjà entrées dans le mouvement à celles qui commencent à peine, etc.

Sans doute l'aspect le plus important de cette rencontre, sans nier la valeur de son contenu et de son thème, était le rassemblement lui-même. C'est en effet un événement historique. On n'a jamais vu, au Québec, de colloque réunissant soixante femmes professeures d'université travaillant ensemble à mieux comprendre les obstacles qui s'opposent à leur accession de plein droit à leur profession, à ses statuts les plus enviables, aux postes de responsabilité dans l'institution.

Plus la séance avançait, plus il apparaissait nécessaire d'échanger expériences, réactions et points de vue.

Parlons d'abord de la nécessaire prise de conscience des limites de ces programmes:

1) Bien qu'il faille se réjouir de la volonté gouvernementale, fédérale ou provinciale, qui vient secouer la léthargie institutionnelle en matiére d'égalité en emploi, il faut bien constater que l'aide consentie est peu importante et le suivi accordé aux expériences limité ou inexistant. On arrive tout juste à faire le diagnostic et à dresser un plan de redressement au cours de l'année qui fait l'objet d'une petite subvention. L'évaluation des retombées n'est pas prévue dans le financement des programmes. Disons même que la mise en place véritable des mécanismes de correction des situations d'inégalité n'est pas possible au cours de cette bréve période de subventionnement. L'institution est ensuite laissée à sa bonne volonté, ou à son absence de volonté, de corriger vraiment les situations.

2) D'autre part, bien que les établissements, tant en Ontario qu'au Québec, se doivent de manifester un certain empressement à recevoir et à utiliser ces programmes, on conçoit facilement que rares sont ceux qui témoigneront d'un engagement réel et durable dans cette voie. Toutes sortes de résistances institutionnelles s'expriment à l'occasion de ces programmes qui représentent une goutte d'eau dans l'océan des rapports entre les sexes. Comme dirait Juliet Mitchell, il s'agit ici de "the longest revolution".

3) De leur côté, les syndicats ou associations d'employés auraient mauvaise grâce à ne pas s'associer à la volonté apparente des administrations universitaires de corriger les situations d'inégalité en emploi. Mais ils ne tardent pas à laisser voir leurs propres résistances. Des combats bien réels attendent donc les

Voir PROGRAMMES/10

About 60 women professors from Quebec universities met in February in Quebec City to assess the status of the Programmes d'accès à l'égalité *(employment equity programs) instituted in the universities by the provincial* government. *In this article, CAUT Vice-President Marie-Andrée Bertrand comments on the content and the significance of the conference.*

According to the employment equity programs, limited funds are provided by the minister of higher education and science to Quebec universities willing to review salary and status disparities by sex. The programs got underway 18 months ago with the participation of two universities, Laval and the University of Quebec at Montreal. The University of Montreal and Concordia University joined in 1988. In future, programs will be introduced at all the universities and most of the colleges in Quebec.

The funds provided by the programs generally go toward the salary of a coordinator who conducts a study of the local situation with respect to salary levels, status, opportunities for promotion, and access to administrative posts for women employees. The coordinator is then responsible for devising a plan to correct the situation.

The conference came to four major conclusions with respect to the current status of the employment equity programs:

☐ *The amount of financial aid provided is too small and does not allow for any effective follow-up to the studies.*

☐ *Few institutions have demonstrated a solid committment to the programs due to deep-seated institutional resistance.*

☐ *There has also been resistance at the level of the unions and associations representing employees. Women, including women professors, face a real struggle within their own associations.*

☐ *Sometimes the coordinator acts in the interests of the administration, and, not wanting to rock the boat, gives a weak diagnosis of the local situation.*

Professor Bertrand concludes that the obstacles to employment equity for women are numerous and success is far from realized. To date, the employment equity programs represent only a small step forward. It remains for women faculty to take full advantage of these programs, to become more visible and to raise the profile of their cause.

Finally, Professor Bertrand notes that the single most important aspect of the conference was the fact that it was held at all. It was truly an historic event, with 60 women professors gathering from across the province to explore the obstacles to their enjoyment of full rights in their profession and positions of responsibility in their universities.

---

caut acpu

Policy on the Use of Surplus Pension Funds

Pension funds are deferred compensation and as such belong to the members of the plan. Therefore, all decisions about the use of any surplus in the pension plan should be made with the agreement of the members, or their duly authorized representatives, of the pension plan. Since the determination of a surplus or deficit is the result of an actuarial evaluation of the plan, faculty associations and plan members, or their duly authorized representatives, would be informed about the assumptions used in the evaluation. These assumptions should be adopted with the agreement of plan members, or their duly authorized representatives, and the actuaries keeping in mind that actuaries are bound by a code of ethics and provincial regulations.

Moreover, the type of pension plan, the employer and employee contributions, the plan benefits and the investment policy of the pension plan, should be established by negotiations between the employer and the employees.

Approved by Council, January 1988.

---

caut acpu

Politique sur l'utilisation des surplus des fonds de pension

Les fonds de pension représentent une compensation différée et appartiennent aux personnes pour qui ont été versées les cotisations. Les décisions portant sur la détermination des surplus des fonds de pension et sur le contrôle de ceux-ci devraient donc être prises avec le consentement des propriétaires du régime, ou de leurs représentants dûment autorisés. Puisqu'une évaluation actuarielle du régime détermine le surplus ou le deficit, il faut donc informer les associations de professeurs et les propriétaires du régime, ou leurs représentants dûment autorisés, sur les hypothèses émises dans l'évaluation. Ces hypothèses doivent être adoptées avec le consentement des propriétaires des regimes, ou de leurs représentants dûment autorisés, et les actuaires en tenant compte du fait que ces derniers sont liés par un code déontologique et par des réglements provinciaux.

De plus, les cotisations respectives de l'employeur et de l'employé, les avantages, ainsi que les types de régimes, devraient être determines au moyen de négociations entre l'employeur et ses employés.

Approuvee par le Conseil, janvier 1988.

Notes from the USA

Council asks colleges to adopt 'new agenda' on women's issues

The American Council on Education has called on colleges and universities to adopt 15 guidelines aimed at improving the status of women on the nation's campuses. The recommendations, contained in a recent report by the council's Commission on Women in Higher Education, include correcting what the writers call inequities in hiring, salaries, and tenure rates; developing personnel policies that support children and families; and encouraging and supporting new scholarship on women. The report also urges colleges to be aware of how their policies affect women from minority groups, and it recommends the creation of campus centres that would allow faculty members and students to discuss the changing expectations of men's and women's roles. Called "The New Agenda of Women for Higher Education," the report is being distributed to help colleges meet the needs of women, who now constitute more than half of undergraduate enrollments.

" 'The New Agenda of Women for Higher Education' articulates what we hear women asking of higher education and what we believe to be higher education's responsibility to them," the report says. "Women are calling for institutions to recognize their worth fully and to stop assuming that knowledge about men and men's lives necessarily speaks to women and their lives.

They are calling for institutions to start systematically educating women for leadership in society. And they are calling for institutions to stop expecting them to give up their own strengths as women to become part of the male system," the report says.

Scholars to review peers' academic software

Developers of academic software, like the authors of textbooks and scholarly articles, could find their work subjected to peer review as early as this spring under the terms of a review process announced in February at a meeting of a committee of EDUCOM. EDUCOM, a consortium of more than 500 colleges and universities involved in computing, has favoured the establishment of a review process that would help professors identify useful computer programs and promote the recognition of software development as a scholarly activity worthy of credit toward tenure and promotion. While several scholarly journals have already published reviews of software, the process proposed by EDUCOM would include reviews of programs in several disciplines and be international in scope, with review centres in the United States, Canada, and Britain.

Steven W. Gilbert, managing director of EDUCOM, told committee members that the project was "an enormous undertaking" that could offer great rewards for the developers and users of academic software. "It has real potential for legitimizing something that we all believe is important, but a lot of the rest of the world doesn't yet," he said.

Initially the review process will be limited to programs used for instruction in medicine, languages, and basic mathematics and reading skills, and to "authoring systems" — software tools designed to help authors develop programs. It will be expanded to include programs used in other disciplines, once committee members are satisfied that the system is running smoothly.

Child care on campus a growing issue for faculty

Demand for child care on American campuses is developing into a faculty and staff issue and colleges and universities are starting to view child care as a benefit worth offering employees. In a nationwide survey of four-year institutions conducted in 1985 by the University of Iowa's Council on the Status of Women, nearly three-quarters of the 73 institutions that responded said they contributed in some way to child care for their students and employees. Most provided free space and some part of the centre's operating expenses, according to the survey. Although a more extensive nationwide survey of campus child care has not been made recently, there are other indications that the idea is catching on. The national child-care coalition, for example, included 99 centres that served 10,362 children in 1984. By 1986, its membership had expanded to 199 centres with 24,569 children.

Providing child care for employees will become increasingly important, says Robert M. Wilson, chairman of the College and University Personnel Association's benefits committee. "There's no question that more and more attention is being paid to it," says Mr. Wilson, who is also vice-president for personnel programs at the Johns Hopkins University. "If campuses don't have such programs in place, they should seriously be looking into it."

20-volume encyclopedia of American biography planned

The American Council of Learned Societies and Oxford University Press recently announced plans to bring out a new 20-volume encyclopedia of biographies of significant people in American history. All 20 volumes are slated for publication in 1996. Tentatively entitled *The American National Biography,* the reference work is intended to update and revise *The Dictionary of American Biography* which was published between 1928 and 1937. Seven supplements have been produced since then, each with its own separate index. An eighth supplement will be published next year.

"We decided that we could not simply revise the old work," says Stanley N. Katz, president of the council of learned societies. "We needed a completely new reference tool for the 21st century that would reflect newer interests in scholarship." When the original dictionary volumes were produced, political and military history dominated the historical profession — and, not surprisingly, political and military leaders figured heavily in the entries. The new work will include more women, black Americans, and members of other minority groups, as well as people who made their marks outside the political arena, in, for example, business, society, or culture.

Austin, Texas, to be site of centre for research on semiconductors

Sematech, a government-industry consortium established to improve the competitiveness of the U.S. semiconductor industry, announced in January that it had selected Austin, Tex., as the site of its state-of-the-art semiconductor-manufacturing research facility. Competition for the site last year attracted bids from 36 states. Many of the proposals involved universities that had promised, if selected, to provide technical support and training for the 700 to 800 employees of the centre. The winning proposal will involve researchers at the University of Texas at Austin. The 11 other finalists in the competition — Arizona, California, Florida, Massachusetts, Missouri, New Mexico, New York, North Carolina, Oregon, and Wisconsin — will each receive $50,000 planning grants from Sematech to establish university centres of excellence in their states focused on semiconductor-manufacturing research.

Sematech officials say they expect to provide a total of $250-million annually for the Texas facility and the additional university centres over the next six years. Half would come from the semiconductor industry and the other half from federal, state, and local sources. In the fiscal 1988 budget bill signed into law in December, Congress appropriated $100-million for Sematech. In addition, 13 semiconductor companies have agreed to provide Sematech with a total of about $100-million per year.

Texas universities benefit from billionaire's gifts

Texas universities are benefitting from the largesse of billionaire H. Ross Perot who is intent on giving away large chunks of his fortune to causes he deems worthy. Mr. Perot, who at $2.9 billion has amassed the USA's third largest fortune, has the state's universities high on his list for what he calls his "world-class gifts". Over the past two years, he has given:

☐$15-million to the University of Texas at Austin to buy the world's pre-eminent collection of rare books in English.
☐$15-million to the University of Texas Health Science Centre at San Antonio to help plan the world's largest medical complex.
☐$20-million to the university's Southwestern Medical Centre at Dallas to build a "world-class" medical school.
☐$1-million as a vote of confidence in Southern Methodist University's new president, who is working to help the university climb out of an athletic scandal.

"America is going through a phase where everybody seems willing to settle for second-rate," he explains. "When we back a project we want it to be absolutely the finest and the best."

PROGRAMMES 9

femmes, y compris les femmes professeures, au sein de leur syndicat et association. Cette fois, ce sont leurs propres collègues qui résistent. Un exemple de ce type de problèmes nous était offert, lors du Colloque tenu à Sainte-Foy, par certaines collègues syndiquées du SPUL: un groupe de femmes s'efforçait, non sans difficulté, de rallier le Syndicat à la mise en forme juridique de mesures très concrètes de rattrapage dans l'embauche. La victoire est loin d'être acquise.

4) Un autre type de difficulté vient parfois du fait que la coordonnatrice — si elle est extérieure à l'établissement ou même si elle ne partage pas les vues des femmes plus engagées — formule un diagnostic "mou", au goût des administrateurs qui souhaitent ne pas trop secouer l'institution, et dans l'intention de s'y faire bien voir. Ce fut le cas à l'UQAM où des collègues syndiqués, spécialement des femmes, ont dû faire en sorte que le diagnostic soit repris.

On le voit, les embûches sont nombreuses et le succès est loin d'être garanti. Il s'agira, dans la meilleure des hypothèses, d'un petit pas en avant. Il n'est pas du tout certain que les programmes d'accès à l'égalité atteindront aucun des buts visés ni surtout que ceux qui consentent, de plus ou moins bon gré à leur implantation, sont prêts à en assumer les effets. Mais il faut que les femmes professeures profitent de ces programmes pour rendre leurs revendications plus visibles et leur cause plus évidente.

Sans doute l'aspect le plus important de cette rencontre, sans nier la valeur de son contenu et de son thème, était le rassemblement lui-même. C'est en effet un événement historique. On n'a jamais vu, au Québec, de colloque réunissant soixante femmes professeures d'université travaillant ensemble à mieux comprendre les obstacles qui s'opposent à leur accession de plein droit à leur profession, à ses statuts les plus enviables, aux postes de responsabilité dans l'institution.

En Ontario, comme on sait, la très grande majorité des établissements universitaires se sont engagés, à l'invitation du gouvernement provincial, à s'intéresser à l'égalité en emploi: plus d'une vingtaine sur vingt-cinq. Et le Ministère des universités a promis de continuer son aide pendant plus d'une année. C'est donc un nombre considérable de professeurs et plus généralement d'employés des universités qui sont touchés par les programmes. Peut-être conviendrait-il que les femmes professeures se regroupent aussi pour tirer un meilleur parti de cette aide, en voir les pièges, apprendre à en contourner les obstacles?

DIRECTOR
McGill Biotechnology Facility (MBF)
McGill University

McGill University is establishing a state-of-the art biotechnology facility that will provide services described below to the large and continually expanding group of McGill researchers working in some aspect of biotechnology. The major objectives of the MBF are to provide low cost, high quality services, initiate student training programs in biotechnology, promote multidisciplinary research projects, and encourage university-industrial interaction. Services to be provided in Phase I development of the MBF will include protein sequencing, peptide synthesis, oligonucleotide synthesis, DNA sequencing and computer analysis.

Applications are invited for the directorship of this new facility. Candidates must have a Ph.D with specific experience in protein chemistry. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada, though others are advised and encouraged to apply.

Send applications including a c.v. and names of three referees to: Dr. R.A. Murgita, Director, Office of Biotechnology, 853 Sherbrooke St. W., room 408, Montreal, Quebec H3A 2T6.

National Education Association meets in San Antonio

by Victor W. Sim
CAUT Associate
Executive Secretary

The annual meeting of the National Council for Higher Education of the National Education Association was held this year in San Antonio, Texas from March 3 to March 6, dates which coincided precisely with the fall of the Alamo 152 years ago. The highlight of the meeting was the keynote address to the delegates by San Antonio Mayor Henry Cisneros who linked this historic event to the role of higher education in building a society in which there are no underclasses and which is discrimination-free. Mayor Cisneros, a 40 year-old Mexican-American with doctorates from Harvard and George Washington universities, is being encouraged to run as governor of Texas as prelude to a career in national politics.

Other sessions at the conference indicated the degree to which issues of concern in the higher education community are similar on both sides of the border. Of particular interest was discussion of the need to develop means to improve the academic environment by building faculty morale and discussion of mechanisms for ensuring adequate career prospects for part-time faculty members. There were also sessions on the role of members of the academic staff in evaluating the performance of academic administrators.

NEA has begun the process of developing a policy designed to educate its members about the unacceptability of sexual harassment and to reduce incidents of sexual harassment on campus. It was of interest to note that problems associated with merit pay, pay equity and salary market differentials are receiving considerable attention.

UBC report calls for boost in foreign students, end to differential fees

by Michelle Morissette
Bulletin correspondent

The University of British Columbia should actively recruit more outstanding foreign students to join the growing ranks of other Canadian universities now promoting greater internationalization, says a recent president's task force report.

The university should also remove current barriers which prevent the admission of such students, says the final report of the President's Task Force on Liaison, Recruiting and Admission.

The report recommends that UBC increase international admissions to four to six per cent of total undergraduate enrolment, up considerably from its current level of less than one per cent.

It further suggests that differential fees for foreign students be abolished or at least that revenues from the fees be reallocated for scholarships, bursaries or support for faculties and student services.

During the past several years both federal and provincial governments and a growing number of Canadian universities have acknowledged that increasing international participation in Canadian institutions — even at the undergraduate level — can have valuable benefits.

As such, many universities, including the University of Toronto and the University of Alberta, have established policies actively encouraging increased admission of foreign students. Many have begun seriously courting students from abroad.

UBC currently has one of the lowest proportions of international undergraduate students among Canadian universities.

Dr. John Vanderstoep, head of the subcommittee which drafted the UBC report, stressed that the major benefit of increasing enrolment of international students would be "educational."

"Perhaps the greatest contribution international students can make is to enrich teaching and research by providing new and different perspectives. In this way Canadian students can learn about other countries and cultures," he said.

Dr. Vanderstoep emphasized, however, that there were a number of other positive benefits to admitting more foreign students.

"Outstanding foreign students will increase the university's intellectual calibre to upgrade it and give it a higher academic profile abroad," he said.

As well, international students would help in the development of long term relationships with foreign professional and academic communities and in forging a variety of economic links between B.C. and other countries. "University students who study abroad tend to fill important decision-making positions in their countries. By encouraging them to study here we earn their friendship and understanding."

The report does suggest, however, that increased enrolment of foreign students will of necessity result in the displacement of some average local students.

As such it recommends that only the most outstanding achievers be recruited and that English language proficiency should be high. It suggests a minimum academic standing of 3.5 (out of 4) and scores of 570 on the Test of English as a Foreign Language.

Task Force chairman Daniel Birch, UBC's vice-president academic, said that if the report is implemented there will be fewer spaces for some academically marginal Canadian students.

However, he stressed that several faculties, such as forestry and engineering, among others, are frequently under-enrolled. Here, admitting foreign students could help to keep the programs viable.

Dr. Birch said the major purpose of the recommendations was to extend the principles at work in graduate student recruitment to the undergraduate level.

International students now account for about 20 per cent of the total graduate enrolment at UBC, a figure which is in line with other major Canadian universities.

"The goal is consistent with our overall sense of mission, to actively recruit the most promising, the most outstanding international students as an integral part of raising the overall academic level of the institution," said Dr. Birch.

In recommending that UBC abolish differential fees, the report suggests that such fees clearly discriminate against needy students from poorer countries.

"Moreover, some prospective offshore donors have suggested that the abolition of the differential fee system would encourage more offshore donations," the report says.

Foreign undergraduate students at UBC currently pay tuition fees of $4,500, compared to an average $1,800 paid by Canadians. Graduate students and some categories of undergraduates are exempted. Some of the other major recommendations in the report include:

☐ UBC should increase international undergraduate students from 0.9 per cent in 1986/87 to an overall range of four to six per cent of new admissions each year. Individual faculties should be allowed "reasonable divergence" from overall university norms.

☐ Students should be recruited from a diversity of cultural and economic regions.

☐ Tuition fee should be waived or full cost scholarships established for academically deserving students from countries defined by the United Nations as "underdeveloped."

☐ UBC should actively solicit grants and bequests to offset the additional costs of increasing the number of international students.

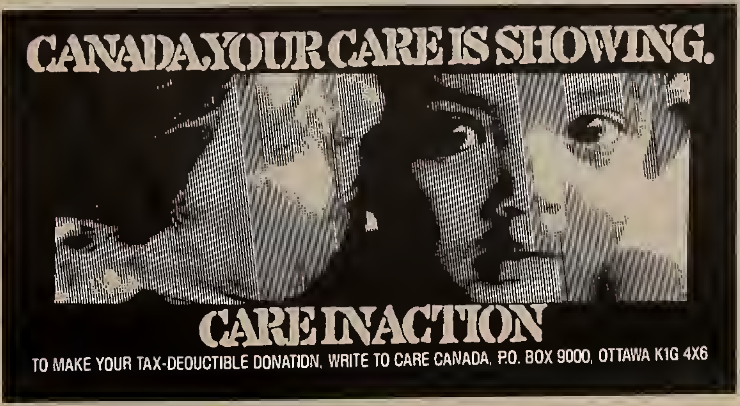
☐ Administrative and academic restrictions which apply exclusively to international undergraduate students should be removed.

☐ The university should upgrade services for international students such as housing, counselling and financial aid.

☐ Faculties which currently do not consider admitting international students should be encouraged to review their policies and where possible, be encouraged to eliminate unnecessary restrictions. Medicine and Dentistry, for example, restrict entry due to limited space.

One of the recommendations — to delete a section from the calendar which prohibits foreign students attending schools in North America from applying for admission — has already been adopted by the university's senate.

However, other recommendations won't be implemented until the report has been circulated to the entire university community for its reaction.


CANADA YOUR CARE IS SHOWING.
CARE IN ACTION
TO MAKE YOUR TAX-DEDUCTIBLE DONATION, WRITE TO CARE CANADA, P.O. BOX 9000, OTTAWA K1G 4X6

Status of Women

by Isabella Bakker
York University

Free trade and the universities

There has not been much reference made to post-secondary education by those who have discussed and debated the Free Trade Agreement (FTA) partly because the deal will not have the kind of immediate effect on universities as it will on, for example, industries such as textiles and food processing. While some regard the FTA as a first step in the road toward privatization in areas such as education, there are, at best, a series of unanswered questions or grey areas that need to be considered.

For instance, the three granting councils are covered by the chapter on government procurement of goods and goods related to services (Chapter 13). The FTA provides for prospective bidders on government contracts to be supplied with adequate information and forbids practices which would give domestic firms any 'unfair' advantage over US firms in this regard. The inclusion of the granting councils raises serious questions related to groups and individuals who receive grants. For instance, will they need to offer bids to American companies? The extent to which subsidies to Canadian publishing houses will be affected is another unanswered area. There is also uncertainty about the availability of Canadian texts and educational software that is geared toward Canada, not the US.

The government has claimed that certain government-provided services such as health, education and social services are not included in the FTA. Yet, if one digs through the Standard Industrial Classification numbers listed in the annex to the services chapter, one discovers that the FTA paves the way for American management of post secondary non-university education. This includes schools of art, vocational schools, trade schools and business colleges. A yet unanswered question relates to how the FTA will affect job training seats: will equal access be given to both community colleges and US institutions? We already have a precedent established of college training places being allocated to private sector, US-based institutions.

Bob Adolph, a York University professor and a member of the Council of Canadians has noted that: "The United States has always had a strong tendency towards 'private' institutions, institutions which are run as businesses without government assistance. There are 'private' hospitals, run for profit, or private universities, like Yale or Harvard, where it can cost $15,000 a year for tuition. This trade agreement makes such institutions more likely in Canada. Imagine what it would be like if Canadian schools had to compete without government subsidies with 'private' American schools. Tuition would go through the roof."

Adolph goes on to point out that since 1985 about eight American schools including Niagara University, Southern Connecticut State and the General Motors Institute, have been allowed to establish programmes and to grant graduate degrees in Ontario. With the relaxation of American investment restrictions, Adolph notes that we could be facing a situation "of strong incentives for the establishment of American institutions, many of them of doubtful quality or downright batty, with at the same time disincentives for new Canadian ones, still subject to our higher standards, provincial budget constraints, or whatever."

Another area of uncertainty is related to the future of current restrictions on hiring practices that have given Canadians a first shot at teaching positions in Canadian universities.

Also, what is the likelihood of a brain drain to the south in areas that have been traditionally underfunded in Canada, such as R and D? Can Canadian universities compete with the research grants of Harvard, MIT or the Silicon Valley?

A series of fundamental questions need to be answered before uncertainties related to post-secondary education are laid to rest. At the heart of the matter lies Canadians' perceptions of university education: is it a public good to be shared by all or should it be looked upon as a private service?

Historically, Canadians and Americans have had a different approach to their post-secondary education systems and to government intervention in general. With the tendency to harmonize standards and systems, the question is: will the economic union of Canada and the United States imply an unequal marriage where Fortress North America is one and that one is the United States?

The key is in your hands.
The Kidney Foundation of Canada
Improving the odds On Life.

"All this and heaven too"

Women's studies at Concordia University

by Maïr Verthuy
Simone de Beauvoir Institute
Concordia University

The title of these remarks is very definitely an exaggeration. However, I do believe that at the Simone de Beauvoir Institute of Concordia University we have achieved the best of all possible compromises, structurally speaking at least.

Women's Studies have been in existence at our university for almost eighteen years — their coming of age will take place any minute now! We have on the one hand a number of interdisciplinary courses and seminars actually listed under the title *Women's Studies* and, on the other, disciplinary courses and seminars in approximately twenty departments. Undergraduate students — of both sexes — are then free to take one or more courses — within a department or in our core — as electives or to register for a Certificate, a Minor or a Major in Women's Studies. These three programmes are made up of a fixed number of credits in the core Women's Studies offerings as well as a variable number of credits from departments. The Institute is responsible — among other activities — for administering the interdisciplinary courses as well as the *programmes* in Women's Studies.

There are a number of advantages to this two-pronged system. The courses offered by departments serve a number of purposes: every year hundreds of students, over and above those who specialize in Women's Studies, are exposed to their feminist content and methods; these courses help to keep the departments aware of our scholarly activities; they allow us to combine interdisciplinary and mono-disciplinary approaches. In particular, they are also a way for us to mainstream while maintaining our autonomy.

None of that would be worth much, in my opinion, without the simultaneous existence of the Simone de Beauvoir Institute, with its own courses, its own space, its particular atmosphere, its programmes. In order to achieve some kind of presence within the academic world, Women's Studies need the formal recognition that goes with a degree. By settling for merely adding a course here and there — the "Add women and stir" approach — in Psychology or French or Art History, one is implying that Women's Studies do not exist as a subject in itself. This attempt to patch up the traditional disciplines would also indicate that we are concerned only with adding another *point of view* to those already in existence, as if the issue were to add a new dimension rather than to question the basic premises involved. The psychology of women (who make up half of humankind!) can then be listed with the psychology of deviants or other "minority" courses, but the whole question of what constitutes a "norm" remains unquestioned and unchallenged.

Only *interdisciplinary* courses, such as those offered by the Institute, can transgress the patriarchal division of knowledge and help redefine our paradigms, for women, for all of us.

If we did no more than that, we would also be giving tacit approval to the fragmentation of knowledge that characterizes today's universities; we would be flouting the very premise of Women's Studies, whose fundamental goal is to restore to human beings — and the Humanities that claim to study them — the unity that should be theirs. Only *interdisciplinary* courses, such as those offered by the Institute, can transgress the patriarchal division of knowledge and help redefine our paradigms, for women, for all of us.

Above all perhaps, the Institute is *space*. It creates an ambience where women, because they feel at home — are at home — can define their own standards and needs, grow and develop according to them. It also makes available to all those — women and men — who are interested in womanthought a physical space where they may meet, a space reserved for just that purpose, where rethinking the world is the order of the day. Ferment needs space and ferment is what characterizes the Institute. So that our apparent isolation is just that: apparent. Like yeast, we expect to leaven the whole University.

The next best thing perhaps to "All this and Heaven too."

Dans le cadre de notre supplément *Les études de la femme dans les universités* du *Bulletin* de mars, nous avons invité plus d'une douzaine de professeurs représentant toutes les régions et une variété de disciplines à commenter l'influence des études de la femme dans leur travail d'universitaires. Nous publions ici la traduction de trois commentaires en anglais qui ont paru dans le numéro de mars. Nous invitons nos lecteurs à nous soumettre leurs commentaires sur ce sujet, dans un texte d'une longueur maximale de 250 mots.

Comme conséquence la plus importante pour moi, les nouveaux programmes en études de la femme m'ont ouvert une voie qui me permet d'être productive. Depuis le début des années soixante-dix, j'ai consacré presque tous mes travaux de recherche et une partie de mon enseignement à ce nouveau domaine. J'ai trouvé que les féministes universitaires accueillaient favorablement mes travaux et m'appuyaient généreusement. Je crois que si cette nouvelle discipline n'avait pas été créée, j'aurais peu publié. Je ne pense pas que j'aurais pu me sentir à l'aise dans le carcan des sciences économiques traditionnelles, mon domaine de spécialisation. D'autre part, malgré que d'autres collègues de mon domaine aient reconnu mes travaux, leur nature même fait obstacle à la reconnaissance de mes collègues plus traditionnels de l'université.

Les études de la femme, autre point positif, m'ont ouvert de nouveaux horizons interdisciplinaires. A l'heure actuelle, j'effectue presque toutes mes lectures dans les domaines interdisciplinaires des études de la femme et de l'économie politique. Cette perspective a influencé mes travaux à tel point que l'on me prend souvent, à tort, pour une sociologue. Une erreur que je considère comme un compliment, mais que je trouve amusante puisque que je n'ai aucune compétence dans cette discipline.

Become a
UNICEF Volunteer
IT'S A CHANCE TO GROW
For both of you!
Ma Hla Hla
Burma
Andrea Martin
Actress and Unicef Volunteer
Unicef Canada
1-800-268-6364

Les études de la femme ont eu très peu d'influence sur les sciences économiques. Bien que des sujets comme la participation des femmes à la population active reçoivent quelque attention de la part des gens de la discipline, on se rend compte, en regardant de plus près, que ces sujets ne sont pas choisis pour l'examen des conséquences possibles de ce phénomène sur les femmes mais plutôt pour l'étude de leurs répercussions possibles sur l'économie. Les travaux renseignent sur les relations fonctionnelles appropriées que l'on accole à des modèles globaux.

Les conséquences sur le domaine de l'économie politique ont été plus importantes. On encourage et on recherche une certaine quantité de travaux sur les femmes. Cependant, les nouvelles orientations prises dans la méthodologie féministe ne font pas encore partie de la méthodologie de l'économic politique, ce qui cause un problème. En outre, les travaux qui adoptent explicitement une perspective féministe sont perçus comme problématiques. En effet, on dit encore "ils" et non "nous".

Joan McFarland
Professeure
Département des sciences sociales
Université St. Thomas

Il y a dix ans, les éditions Paulist Press lançaient l'ambitieuse collection *Classics of Western Spirituality*. Leur premier volume, *Showings*, n'était pas un traité masculin. De plus, c'était la première fois que l'on publiait des ouvrages mystiques sur la maternité de Dieu depuis que Dame Julienne de Norwich écrivit ses *Révélations* il y a six cents ans. L'ouvrage *Showings* a néanmoins été publié par trois hommes, des universitaires chevronnés.

Les universitaires spécialisés en religion sont de plus en plus désireux de faire des recherches sur les thèmes que les féministes considèrent comme importants. En outre, j'estime que le tiers des étudiants et des jeunes professeurs des séminaires et des départements d'études supérieures actuellement sont des femmes, une hausse par rapport au maigre 10 % d'il y a 20 ans. La revue officielle de six sociétés savantes canadiennes, *Studies in Religion/Sciences religieuses*, a récemment commencé à recevoir des manuscrits de femmes, environ dans la même proportion. A l'heure actuelle, deux de ses rédacteurs sont des femmes.

Il n'y a aucune raison toutefois de supposer que ce rôle accru des femmes dans l'étude des religions à des niveaux inférieurs comparables au Canada se répercutera nécessairement sur les niveaux supérieurs. Etant donné le profil de carrière traditionnel au Canada, les femmes universitaires spécialisées en religion affrontant la longue montée vers la permanence et les promotions font écho aux protestations de Germaine Greer: "J'ai besoin d'une *femme* moi aussi!" Dans l'intervalle, cependant, les objectifs des études de la femme sont là pour rester de toute évidence, pour tous, hommes ou femmes. Comme résultat, l'on s'attend à ce que le langage inclusif soit utilisé dans l'étude des religions dans les universités canadiennes.

Tom Sinclair-Faulkner
Professeur agrégé
Département de religion comparée
Université Dalhousie

Lorsque j'étais étudiante aux études supérieures, un article de Naomi Weisstein intitulé "Psychology Constructs the Female, or the Fantasy Life of the Male Psychologist" a fait le tour des féministes. L'article expliquait avec force détail qu'une bonne partie de de ce que les psychologues "savaient" sur les femmes s'appuyaient sur des théories et des recherches criblées de préjugés sexistes. L'article frappe moins fort maintenant car on a épuré le domaine de la psychologie du sexisme si apparent à l'époque.

Grâce aux efforts énergiques d'un groupe de travail, d'abord, et d'un comité permanent sur le statut de la femme en psychologie, ensuite, les psychologues canadiens disposent maintenant de lignes directrices pour la recherche non sexiste, la langue non sexiste et la thérapie non sexiste. L'Association canadienne de psychologie a d'ailleurs adopté un énoncé de principes déclarant que la recherche sexiste est une recherche imparfaite et que l'appui, la conduite et la publication de recherches sexistes est à l'encontre de l'éthique. Beaucoup d'eau a coulé sous les ponts depuis l'époque pas si lointaine, soit il y a dix ans, où les psychologues féministes ont tenu un symposium officieux dans le cadre du congrès de l'ACP parce qu'on ne leur avait pas permis de faire partie du programme!

Les études de la femme dans le domaine de la psychologie, toutefois, ont contesté plus que le sexisme évident dans la théorie et la recherche. Elles ont contribué à stimuler la remise en question de la recherche elle-même, à savoir la relation entre la personne qui fait l'expérience et celle qui la subit, l'isolation de leur contexte social des variables de comportement, l'influence de l'individu et des valeurs sociales sur les recherches, même celles effectuées avec le plus grand soin. Les études de la femme ont apporté à la psychologie une sensibilisation aiguë à la façon dont les hypothèses incontestées peuvent modeler nos travaux conceptuels et empiriques.

Les études de la femme ont influencé mon travail à travers le défi implicite que pose la nature interdisciplinaire de ce nouveau domaine. Le contact avec les perspectives d'autres disciplines, par l'intermédiaire des revues et des conférences sur les études féministes, m'a aidé à me méfier des hypothèses incontestées en psychologie. Chose encore plus importante, ce genre de contact crée un sens de la communauté universitaire qui transcende les limites des disciplines et des départements, une situation qui semble encore trop rare dans notre milieu.

Hilary Lips
Professeure
Département de psychologie
Université de Winnipeg

Commentary

The Social Sciences and Humanities Research Council

Trouble in paradise

by Gordon Inglis
Memorial University
of Newfoundland

For more than a quarter of a century, a crucial component in the development of the social sciences and humanities in Canada has been a mechanism by which public funds have been channelled through "arms-length" agencies to scholarly purposes. In a large measure, it has been the complex machinery of pre- and post-doctoral fellowships, research grants, leave fellowships, aid to publications, support for learned societies, and all the rest that has made us what we are today.

On the whole, that machinery has served us well: so well, indeed, that a great many of us have come to take it for granted, as though it had always been there. On an intellectual level, of course, we are aware that from the long-ago days of the Humanities and Social Sciences Division of the Canada Council and through all the shifts and changes since, a lot of academics and others have worked and planned and lobbied and argued to build it up and keep it going. But for a generation of scholars preoccupied with their own research and their own careers, it has also existed as a near-supernatural Presence — remote, mysterious, and usually benign, though capable of capricious acts of malice, like the time it turned down that richly-deserved leave fellowship...

One of the things that kept it mysterious was that it kept changing. All at once, for example, the apparently-virginal Canada Council gave birth to the SSHRCC — and most people didn't even know it was pregnant! One year, suddenly and miraculously, the SSHRCC giveth research-time stipends; a couple of years later, just as suddenly, it taketh them away. And so on. But while there might be some murmuring in the faculty club, nobody got terribly excited. On the whole, the great Social Science Support System in the sky seemed to be unfolding as it should.

Lately, though, it seems to be not so much unfolding as unravelling. It may be, of course, that I just feel that way because I've been closer to the mystery for the past few years, as a member of one of the disciplinary adjudicating committees, but I don't think so. It seems to me — and to a number of other people — that there is a crisis going on in what we have come to think of as "our" granting system that has profound implications for the future of our disciplines.

Some aspects of the crisis have been discussed extensively in publications of the SSFC and elsewhere, but with all the attention on five-year plans and funding, other events concerning the operations and administration of the SSHRCC have gone almost unnoticed.

M. Gordon Inglis, professeur à l'université Memorial de Terre-Neuve, donne un aperçu du fonctionnement actuel du Conseil de recherches en sciences humaines. Membre des comités de décision du Conseil depuis quelques années, M. Inglis décrit les conséquences du rapport Crocker de 1985 qui visait à simplifier et à rationaliser le système d'octroi de subventions du Conseil. D'après lui, on a apporté des modifications d'une portée considérable sans consulter les personnes les plus touchées. En outre, la structure sociale des disciplines est radicalement modifiée sans le consentement des intéressés.

My own knowledge and experience is of the Research Grants division, a core programme of the Council and the major support of independent research in the social services and humanities in Canada. Like many of my colleagues I was not entirely sure how it worked, so when I was invited to sit on the adjudicating committee for anthropology and folklore a few years ago, I agreed as much out of curiosity as anything else.

At that time, the system worked like this: Each year, in October and May, the Council received applications for funding from scholars across the country, both academics and independent researchers. Council staff made sure that all the parts of each application were in order, and shipped each complete dossier off to several assessors selected as experts in the field of the proposed research.

Then, in spring and fall, members of the thirteen disciplinary committees received a stack of huge loose-leaf binders containing the applications and assessors' reports — an immense amount of paper to be waded through — and in March and November, each committee would meet in Ottawa to make the final decisions. By that time, Council staff had calculated the total demand for subventions against the money available in the programme, and established for each committee an "envelope" — that is, a sum of money representing its share of the available funds, based on the total amount requested in the applications falling under its jurisdiction. Committee members weighed assessors' reports, scrutinized budgets, argued and discussed, and over a couple of long and tiring days allocated the money. Both successful and unsuccessful applicants received a report from the committee and copies of assessors' comments.

I came away from my first meetings greatly impressed. Council staff and committee members worked hard and with scrupulous integrity, taking great pains to see that the money was allocated fairly and responsibly. No system is perfect, but this one went a long way toward embodying the ideals of independent research and peer judgement.

The Council, however, felt that the procedures needed "simplification and streamlining". Hence the Crocker Report of 1985.

I do not intend to comment here in any detail on the Report and its recommendations, though I believe many of the latter to be ill-advised and detrimental. Rather, I wish to concentrate on the way the process of "simplification and streamlining" has been going on, and the consequences for the scholarly community. My main point is that changes with far-reaching implications have been made without adequate consultation with the people most affected: that the social structure of our disciplines is being drastically altered without our consent or approval.

To begin with, the Crocker Report was compiled and parts of it were adopted without the opportunity for debate and discussion in the scholarly community. The Crocker committee did solicit comment from disciplinary associations and conducted a survey questionnaire from which they received seven hundred replies, but none of that is a substitute for a debate. In Crocker's own words, its main utility was to give the Council "a clear picture of likely reaction to its proposals" (p.i.). Forewarned is forearmed, as they say.

One of the most obvious places to which Crocker and the Council could have turned for some sincere and useful discussion would have been the thirteen adjudicating committees that were, after all, dutifully turning up in Ottawa twice a year, all neatly packaged in groups of five or so in the Council's own meeting rooms, and full of current knowledge and ideas about how the programs worked. But it didn't happen that way.

Decisions regarding the primary source of support for fundamental research in our disciplines are becoming more centralized and elitist. Peer assessment is being eroded. If the SSHRCC continues to follow the Crocker blueprint, it will impose on us a version of the feudal system that holds sway in the "harder" sciences, and make our research far less independent and far more conservative than it has been until now.

Members of the committee I was on first saw a draft of the Crocker Report shortly before the adjudicating meetings in March of 1985, but we weren't intended to. We were supposed to receive a three-page summary, but somebody had made a mistake and sent us the whole thing, prominently marked "Confidential". Nobody came around to discuss it with us, but if we wanted to make time to discuss it among ourselves we could offer comments through our committee chair. It was not the final report, we were told, but at the same time there were disturbing rumours that some of its recommendations were already being implemented, or were about to be. A final version would be distributed after the Council had seen the draft: perhaps then we would be able to discuss it in our departments. But what good would that do, if it was already being implemented? The committees buzzed with confused questions, but we were far from sure what was going on.

In October of 1985, *Social Sciences in Canada* reported that the Council had "adopted" the Crocker Report. Neither I nor any of the colleagues I was in touch with had yet seen it officially. Some of us wrote long and impassioned letters to the Council, but the President and the Director General of the Programmes Branch, forewarned, fielded them neatly.

And so it went. Let me now leap ahead to March of 1987. By that time the two annual competitions had been, in accordance with the Crocker recommendations, reduced to one: there had been no autumn competition in 1986. Normally committee members would have their packages of dossiers about a month ahead of the date when we were expected to turn in our preliminary ratings in preparation for the meeting, but this year I found myself with a grand total of thirteen days to wade through fifty-odd applications. Of the 28 that I was to report on in detail, ten had either no assessor's report, or only one. Many of the rest had only two.

The late arrival of the dossiers was not the fault of the Council staff. In the past they would have been dealing with about 600 applications in all disciplinary categories, but with increases and only one competition they had to deal with 1450. The reduced number of assessors' reports was a result of the partial implementation of another of Crocker's recommendations.

The atmosphere of the adjudication meeting was tenser and less confident than it had been in earlier years. By council policy, we were dealing with applications for more complex projects with bigger budgets, many now including requests for a new version of research-time stipends, more interdisciplinary projects and requests for long-term funding. Everyone was feeling the strain of coping with all this in half of the usual time and with fewer assessors' reports.

Although assessors are chosen as experts in the field of an application, they frequently disagree. With several assessments of an application a committee can find a consensus; or at least a majority opinion. With none, or only one, or two that contradict one another, a committee may find itself making a judgement worth tens or even hundreds of thousands of scarce research dollars in a field in which none of them can claim special competence.

We weren't happy, but we struggled along. Another thing that was making us uneasy was that we had not been informed, as we usually were, of our "envelope" — the amount of money that we had to allocate. Apparently it was to be calculated later. We rather wondered why it had not been done in the usual way, but thought that perhaps with the extra workload the staff had simply not had time to figure it out.

We were asked not merely to recommend or reject applications for funding, but to rank-order those we recommended. That was new, too, but we did not understand the implications at the time.

Then, more than half-way through our deliberations, we learned through a coffee-room conversation with a member of another committee that the "envelope" system had been changed completely. The money allocated for applications in each of the thirteen committees was to be calculated not as it had been, as a proportion of the total demand, but rather as *a proportion of applications recommended for funding by the committee.*

This, of course, changes the whole ball game. In the past, we had known exactly how much we had to work with, and could be sure that funds were there for the projects we recommended. Once, I recall, we didn't even spend our whole envelope: after the worthwhile projects had been approved and the less-than-adequate eliminated, there was money left over. But that was a rarity. More often, we had regretfully to reject some deserving applications for lack of funds. The last hours of the meeting were often devoted to meticulous scrutiny of budgets in the hope of squeezing out a few more dollars to support another project.

Under the new system, a proportion nobody was sure how large — of the applications we approved were *guaranteed to be rejected* for lack of funds. An aggressive committee could deliberately recommend a number of proposals that would have been rejected under the old system, and thereby ensure that their disciplines got a larger slice of the pie. It was rumoured that some committees had done exactly that. Others, we were told, had done their work and gone home without ever knowing that the envelope system had been changed. Among the committees still working, morale was at an all-time low; not least because it appeared that information concerning the new system had been withheld from us by the Council.

The general air of depression was not lightened as we learned of other changes in the works. The chairpersons of committees used to be selected by a relatively informal, collegial process: now they must be approved by the Director General of the Programmes Branch. Major Grant applications used to be adjudicated by a meeting of committee chairs: now they are to be handled by a group of Councillors selected by the Director General.

Our committee devoted the last hours of its meeting to composing another impassioned letter to the President of the Council, protesting all this. It has since been

See SSHRC/17

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES
NÉGOTIATIONS COLLECTIVES DES PROFESSEURS DES UNIVERSITÉS CANADIENNES

University/ Université	Association/Union Association/Syndicat	Affiliation	Certification date/ Date d'accréditation	Number in bargaining unit/ Nombre dans l'unité de négociation[1]	Status of collective agreement/ État de la convention collective[2]
ACADIA	Acadia University Faculty Association	CAUT	July 1976	217	Three-year agreement expires July 1989
ALGOMA	Algoma University College Faculty Association	CAUT	March 1976	28	One-year agreement expires June 30, 1988
ARMAND FRAPPIER	Association des professeurs de l'Institut Armand Frappier	FAPUO[3]/ ACPU	Février 1979	36	Une convention de trois ans se termine le 31 mars 1989
ATHABASCA	Athabasca University Faculty Association	CAUT	Statutory Recognition February 1982	97	Indefinite term. Salary and benefit negotiations on annual basis.
BISHOP'S	Association of Professors of Bishop's University	FAPUO/ CAUT	March 1976	90	Negotiations in progress
BRANDON	Brandon University Faculty Association	CAUT	January 1978	184	Three-year agreement expires March 31, 1988
CALGARY	The University of Calgary Faculty Association	CAUT	Statutory Recognition February 1982	1220	Five-year agreement expires in 1989 Yearly salary re-opener
CAPE BRETON	College of Cape Breton Faculty Association	CAUT	Voluntary Recognition October 1975	61	Negotiations in progress
CARLETON	Carleton University Academic Staff Association	CAUT	June 1975	636	Three-year agreement expires April 30, 1988
CONCORDIA	Concordia University Faculty Association	FAPUO/ CAUT	January 1981	885	Agreement which took effect on Nov. 20, 1987 expires May 31, 1989
DALHOUSIE	Dalhousie Faculty Association	CAUT	November 1978	718	One-year agreement expires June 30, 1988
HEARST	Association des professeurs d'Université de Hearst	ACPU	Novembre 1982	12	Une convention de 2 ans se termine le 30 juin 1989
INSTITUT NATIONAL DE LA RECHERCHE SCIENTIFIQUE	Syndicat du personnel de l'INRS	CEQ[4]	Mai 1973	55	Professionnels et techniciens: convention entrée en vigueur le 24 nov. 1987 expirant le 30 nov. 1989
				55	Assistants de recherche: convention entrée en vigueur le 24 nov. 1987 expirant le 30 nov. 1989
LAKEHEAD	Lakehead University Faculty Association	CAUT	September 1979	237	LUFA represents separate bargaining units of faculty and librarians. Three-year agreement for faculty expires June 30, 1990
				11	Librarians — Three-year agreement expires June 30, 1990
LAURENTIAN	Laurentian University Faculty Association	CAUT	July 1979	265	Two-year agreement expires June 30, 1989
LAVAL	Syndicat des professeurs de l'Université Laval	ACPU	Janvier 1975	1025	Une convention de deux ans se termine le 30 mai 1988
LETHBRIDGE	University of Lethbridge Faculty Association	CAUT	Statutory Recognition February 1982	237	Indefinite term. Salary and benefit negotiations on an annual basis.
MANITOBA	University of Manitoba Faculty Association	CAUT	November 1974	1170	Tentative agreement subject to ratification
MONCTON	Association des bibliothécaires et professeurs de l'Université de Moncton	ACPU	Octobre 1976	305	En train de négocier
MONTRÉAL	Syndicat général des professeurs de l'Université de Montréal	FAPUO/ ACPU	Juillet 1975	1200	En train de négocier
MOUNT ALLISON	Mount Allison Faculty Association	CAUT	August 1982	156	Two-year agreement expires June 30, 1988
NEW BRUNSWICK	Association of the University of New Brunswick Teachers	CAUT	March 1979	555	Three-year agreement expires June 30, 1988
NOVA SCOTIA COLLEGE OF ART & DESIGN	Faculty Union Nova Scotia College of Art & Design	CAUT	May 1985	32	Faculty: two-year agreement expires June 30, 1988, salary re-opener as of July 1, 1987
					Technicians: negotiations in progress
ONTARIO INSTITUTE FOR STUDIES IN EDUCATION	OISE Faculty Association	CAUT	Voluntary Recognition July 1977	135	Two-year agreement expires June 30, 1988
OTTAWA	Association of Professors of the University of Ottawa	CAUT	January 1977	931	Three-year agreement expires April 30, 1990
POLYTECHNIQUE	l'Association des professeurs de l'Ecole Polytechnique	FAPUO/ ACPU	Février 1979	170	En train de négocier
QUÉBEC	Syndicat des professeurs de l'Université du Québec à Chicoutimi	CEQ	Mai 1979	210	Une convention de trois ans se termine le 28 février 1989
	Syndicat des professeurs de l'Université du Québec à Hull	Aucune	Juillet 1980	105	Une convention de trois ans se termine le 28 février 1989
	Syndicat des professeurs de l'Université du Québec (Montréal)	CSN[5]	Septembre 1971	900	Une convention de trois ans se termine le 28 février 1989
	Syndicat des enseignants de l'Université du Québec dans l'ouest	CEQ	Novembre 1982	58	Une convention de trois ans se termine le 28 février 1989
	Syndicat des professeurs de l'Université du Québec à Rimouski	CSN	Février 1973	150	Une convention de trois ans se termine le 28 février 1989
	Syndicat des professeurs de l'Université du Québec à Trois-Rivières	FAPUO/ ACPU	Septembre 1971	300	Une convention de trois ans se termine le 28 février 1989

University/ Université	Association/Union Association/Syndicat	Affiliation	Certification date/ Date d'accréditation	Number in bargaining unit/ Nombre dans l'unité de négociation[1]	Status of collective agreement/ État de la convention collective[2]
REGINA	University of Regina Faculty Association	CAUT	May 1977 (Regina) Feb. 1978 (Admin/ Tech/support) Jan. 1977 (Campion) Jan. 1977 (Luther)	550 80 12 14	URFA represents four separate bargaining units: Regina, Campion College, Luther College, and the administrative, technical and support group Three-year agreement expires June 30, 1989, salary reopener Jan. 1, 1988 which will be negotiated in the coming months
RYERSON	Ryerson Faculty Association	None	Voluntary Recognition 1964	590	Two-year agreement expires July 1, 1989
SAINT-BONIFACE	l'Association des professeurs du Collège universitaire de Saint-Boniface	ACPU/ MGEA[6]	Mars 1983	43	En train de négocier
SAINT-LOUIS MAILLET	Association des professeurs et bibliothécaires du centre universitaire Saint-Louis Maillet	ACPU	Reconnaissance volontaire 1972	40	Convention de deux ans se termine le 31 août 1988
SAINT MARY'S	Saint Mary's University Faculty Union	CAUT	April 1974	200	Two-year agreement expires August 31, 1988
				7	Librarians — two-year agreement expires August 31, 1988
ST. THOMAS	Faculty Association of the University of St. Thomas	CAUT	October 1976	69	Two-year agreement expires June 30, 1988 Salary re-opener June 30, 1987
ST. THOMAS MORE COLLEGE	St. Thomas More College Faculty Union (1977)	CAUT	May 1977	42	Negotiations in progress
SAINTE-ANNE	l'Association des professeurs et bibliothécaires de l'Université Sainte-Anne	ACPU	Reconnaissance volontaire Septembre 1982	24	Convention signée le 3 décembre 1987 se termine le 30 juin 1989
SASKATCHEWAN	University of Saskatchewan Faculty Association	none	January 1977	980	Negotiations in progress
SHERBROOKE	Syndicat des professeurs de l'Université de Sherbrooke (SPUS)	FAPUO/ ACPU	Février 1974	337	En train de négocier
	Association des ingénieurs de l'Université de Sherbrooke (AIPSA)	FAPUO/ ACPU	Novembre 1970	64	En train de négocier
SHIPPAGAN	l'Association des professeurs du centre universitaire de Shippagan	ACPU	Reconnaissance volontaire 1978	24	Une convention de quatre ans se termine le 30 juin 1988
TECHNICAL UNIVERSITY OF NOVA SCOTIA	Technical University of Nova Scotia Faculty Association	CAUT	February 1980	105	Three-year agreement expires June 30, 1989
TRENT	Trent University Faculty Association	CAUT	June 1980	198	Three-year agreement expires June 30, 1990
WINDSOR	University of Windsor Faculty Association	CAUT	December 1977	515	Three-year agreement expires June 30, 1990
WINNIPEG	University of Winnipeg Winnipeg Faculty Association	CAUT	February 1981		UWFA represents bargaining units of faculty and Collegiate Division instructors
				244	Faculty: negotiations in progress
			October 1981	17	Collegiate Division: one-year agreement expires March 31 1988
YORK	York University Faculty Association	CAUT	October 1977	1000	Two-year agreement expires April 30, 1989

1 These figures are approximate./Ces chiffres sont approximatifs.
2 Information compiled as at February 1988/Information en date de février 1988
3 Fédération des associations de professeurs des universités du Québec.
4 Centrale de l'enseignement du Québec.
5 Confédération des syndicats nationaux.
6 Manitoba Government Employees Association.

SPECIAL PLAN BARGAINING AT CANADIAN UNIVERSITIES
REGIMES SPECIAUX DANS LES UNIVERSITES CANADIENNES

University/ Université	Association/Union Association/Syndicat	Affiliation	Number in bargaining unit/Nombre dans l'unité de négociation*	Special Plan Arrangement/ Régime Spécial
BRITISH COLUMBIA	The University of British Columbia Faculty Association	CAUT	1741	Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointments"
GUELPH	University of Guelph Faculty Association	CAUT	543	Comprehensive agreement on terms and conditions of employment; annual salary and benefit negotiations culminating in mediation.
PRINCE EDWARD ISLAND	The University of Prince Edward Island Faculty Association	CAUT	127	Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions **not** part of Special Plan Bargaining arrangement.
SIMON FRASER	Simon Fraser University Faculty Association	CAUT	468	Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional).
TORONTO	University of Toronto Faculty Association	CAUT	1658	Special Plan addresses many terms and conditions, either expressly or by reference to prevailing practice; annual monetary negotiations culminating in arbitration.

*These figures are approximate./Ces chiffres sont approximatifs.

PRESIDENT...........3

policy? Why do they not join with the faculty in proposing creative new ways to deal with social change rather than mindlessly opposing it?

The reason, of course, is that there is a group of university presidents who have consistently over the past few years adopted the most reactionary and most right-wing stances in regard to rights issues. When, for instance, the Ontario university presidents appeared before the Committee of the House of Commons on equality rights to oppose the application of the Charter of Rights to the universities, one of the members described their presentation as the most neanderthal of any of the 500 briefs that the committee had received.

In fact, the representatives of all three parties vigorously attacked the position advanced by the Ontario university presidents. Mary Collins, the Tory M.P. for Capilano - West Vancouver, urged the presidents not to use autonomy as "a license to discriminate". Robert Kaplan said he was "very disappointed", and Svend Robinson said that he was "appalled".

Listen to this ringing defence of civil liberties to the same committee by the Association of Universities and Colleges of Canada which claims to speak for every university president in the country: "The general principle of equality before the law is a laudable objective. Translated into application, however, it may be disruptive of existing values and a drain on available resources".

Elsewhere, Ontario university presidents have argued that universities should not be subject to pay equity legislation. They have told the Ianni Commission that they should be able to opt out of any legislation which changes mandatory retirement. Across the land over the last decade they have instructed their negotiators in collective bargaining with faculty to resist tooth and nail effective academic freedom and non-discrimination articles as well as widely accepted provisions as maternity leave. It is true that in the end they were usually forced reluctantly and grudgingly to accept such articles. These are the very same presidents who predicted that collective bargaining would undermine academic freedom. Little did we know at the time that this was simply an announcement of their political stance.

Nor are these presidents at all shy about using great amounts of public money to further their political agenda in court cases. Not a cent comes out of their own pockets. CAUT has, of course, spent a lot of money in defending the interests of its members in court. But that money comes from the members themselves.

Surely Mary Collins was right when she told the university presidents:

> "I have been quite involved in universities over the past 20 years, and I guess my perception is that universities should be providing leadership in our society and role models, particularly as you have such a dramatic influence on the lives and thoughts of young people. I guess I hoped you would have welcomed the charter and would have found that universities would have been one of the models for its implementation. So I would ask you to rethink your position and what appears to me to be. . .a resistance to change."

Whatever one thinks of the pros and cons of mandatory retirement, it is surely unacceptable for the university administration to try to subvert the Charter of Rights to solve short-term problems. The Minister has already noted that there is another possibility, namely to fund the transitional period. This has been done in part in Ontario. This is what President Strangway should be recommending, not an attack on the Charter of Rights.

PRÉSIDENT...........3

tariennes se sont réalisées. Pourquoi continuent-ils de s'opposer à cette évolution parfaitement raisonnable de la politique sociale? Pourquoi ne se joignent-ils pas aux professeurs afin de proposer des moyens innovateurs pour composer avec les changements sociaux plutôt que de s'y opposer stupidement?

Bien entendu, cette attitude s'explique par le fait qu'un groupe de recteurs d'université a adopté depuis quelques années une position des plus réactionnaires et des plus à droite à l'égard des droits de la personne. Ainsi, lors du témoignage des recteurs des universités ontariennes opposés à l'application de la Charte des droits aux universités devant le Comité de la Chambre des communes sur l'égalité des droits, l'un des membres du comité a qualifié leur mémoire comme le plus préhistorique des 500 mémoires présentés.

De fait, les représentants des trois partis fédéraux ont vigoureusement dénigré la position avancée par les recteurs des universités ontariennes. Mary Collins, la députée conservatrice de Capilano - West Vancouver, a vivement recommandé aux recteurs de ne pas se servir de l'autonomie comme un permis pour exercer de la discrimination. Robert Kaplan a déclaré qu'il était très déçu et Svend Robinson a dit qu'il était consterné.

Ecoutez maintenant ce vibrant plaidoyer en faveur des libertés civiles devant le même comité de la part de l'Association des universités et collèges du Canada qui prétend parler au nom de tous les recteurs d'université du pays: "Le principe général de l'égalité devant la loi est un objectif louable. Dans la pratique, toutefois, il peut déranger des valeurs existantes et drainer les ressources disponibles". (Traduction)

Ailleurs, les recteurs des universités ontariennes ont soutenu que les universités ne devaient pas être assujetties à une loi sur l'égalité en matière de rémunération. Ils ont déclaré à la Commission Ianni qu'ils devraient pouvoir exercer leur droit de retrait pour toutes les lois modifiant la retraite obligatoire. Depuis dix ans, d'un océan à l'autre, ils ont ordonné à leurs négociateurs dans les négociations collectives avec les professeurs de s'opposer farouchement à la liberté universitaire et aux articles sur l'anti-discrimination ainsi qu'aux dispositions largement acceptées tels les congés de maternité. Il est vrai qu'au bout du compte, ils sont habituellement obligés d'accepter ces articles à contrecoeur. Ce sont les mêmes recteurs qui ont prédit que la négociation collective nuirait à la liberté universitaire. A l'époque, nous étions loin de nous rendre compte qu'ils ne faisaient qu'annoncer leur couleur politique.

Ces recteurs ne se gênent pas non plus pour dépenser des sommes énormes des deniers publics dans le but de défendre leurs idées politiques devant les tribunaux. Ils ne tirent aucun cent de leur bourse. L'ACPU, évidemment, a consacré beaucoup d'argent à la défense des intérêts de ses membres devant les tribunaux. Cet argent, cependant, provient des membres eux-mêmes.

Mary Collins avait certainement raison quand elle a déclaré aux recteurs d'université:

> "I have been quite involved in universities over the past 20 years, and I guess my perception is that universities should be providing leadership in our society and role models, particularly as you have such a dramatic influence on the lives and thoughts of young people. I guess I hoped you would have welcomed the charter and would have found that universities would have been one of the models for its implementation. So I would ask you to rethink your position and what appears to me to be. . .a ristance to change."

Quoiqu'en pensent ceux qui sont pour ou contre la retraite obligatoire, il est certainement inaceptable que l'administration universitaire essaie de renverser la Charte des droits pour régler des problèmes à court terme. Le ministre a déjà signalé qu'il y avait une autre possibilité, soit de financer la période de transition. C'est ce qui a été fait en partie en Ontario. Et c'est ce que le recteur Strangway devrait recommander, au lieu de s'attaquer à la Charte des droits.

This appeared in the Vancouver Sun on March 25.

University of Alberta
Edmonton

Assistant/Associate Professor
Department of Agricultural Engineering
A Tenurable Faculty Appointment to Take Effect 1 August 1988

Nature of Duties
Undergraduate and graduate teaching and research in irrigation and drainage engineering.

Qualifications
Graduate training (Ph.D. preferred) in Agricultural Engineering or related engineering discipline. Teaching and/or research experience in irrigation/drainage is desirable as is an interest in computer applications or instrumentation in these areas.

Salary
The appointment will be made at a salary level commensurate with qualifications and experience. The current salary ranges are:

Assistant Professor	$31,612 to $45,340 p.a.
Associate Professor	$39,620 to $57,236 p.a.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications should include a resume and three references and should be sent by 30 June 1988 to:

Dr. J. Leonard
Department of Agricultural Engineering
University of Alberta
Edmonton, Alberta, Canada
T6G 2H1

The University of Alberta is committed to the principle of equity in employment.

University of Alberta
Edmonton

Assistant Professor
Department of Sociology

Applications are invited for a tenurable position in family sociology and/or gender relations at the junior Assistant Professor level, the appointment to be effective July 1, 1988. Applicants must have a completed Ph.D. and preference will be given to those with teaching experience and publications.

The minimum salary for an Assistant Professor in 1988-89 is $32,564. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Application deadline: April 29, 1988.

Send completed applications, including letter of application, curriculum vitae, transcripts of graduate work, recent reprints, and three confidential letters of reference directly to:

Dr. Gordon Fearn, Chair
Department of Sociology
University of Alberta
Edmonton, Alberta
T6G 2H4

The University of Alberta is committed to the principle of equity in employment.

SSHRC 13

answered gracefully but not encouragingly by the Director General.

It is time that social scientists and humanists in Canada began seriously to question their belief in that Presence up there in Ottawa. According to the Act of Parliament that created it, the mandate of the SSHRCC is to "promote and assist research and scholarship." It is emphatically not part of the Council's mandate to dictate the social relations of the scholarly community, and yet that is precisely the effect of the changes that are being introduced in the name of "simplification and streamlining."

Decisions regarding the primary source of support for fundamental research in our disciplines are becoming more centralized and elitist. Peer assessment is being eroded. If the SSHRCC continues to follow the Crocker blueprint, it will impose on us a version of the feudal system that holds sway in the "harder" sciences, and make our research far less independent and far more conservative than it has been until now.

I don't know what we can do about it, or whether we can do anything, but I don't think we should let it happen without putting up a fight.

Become a UNICEF Volunteer

IT'S A CHANCE TO GROW

For both of you!

Ma Hla Hla
Burma

Andrea Martin
Actress and Unicef Volunteer

Unicef Canada

1-800-268-6364

University of Western Ontario
Library & Information Science

The School of Library and Information Science, University of Western Ontario, invites applications for two limited term or probationary positions at the rank of assistant professor: one with specialization and experience in cataloguing and one with specialization and experience in indexing.

Applicants should possess a doctoral degree. The appointment will commence September 1, 1988. Applicants should send their cirriculum vitae and the names of three references to **Jean Tague, Dean, School of Library and Information Science, University of Western Ontario, London, Ontario N6G 1H1** before May 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Position is subject to budget approval. An Equal Opportunity Employer.

Assistant Professor History

Tenure track appointment (subject to budgetary approval)

Athabasca University, Alberta's newest university, is a publicly funded open learning institution specializing in distance-education programs. Courses leading to Bachelor degrees in Arts, Administrative Studies and General Studies are rapidly expanding and now attract over 14,000 enrollments.

Duties: The successful candidate will be expected to author and deliver distance-learning courses in the areas of Canadian Social History and the History of the Industrial Revolution.

Qualifications: Ph.D. (or near completion) in History.

Salary: $33,165 to $45,070 per annum.

Position to be filled by August 1, 1988.

Please submit curriculum vitae and sample of written work with three letters of reference in support of your application by June 30, 1988 to: Joyce Morrison, Personnel Services, Athabasca University, Box 10,000, Athabasca University, Alberta, T0G 2R0.

Athabasca University

UNIVERSITY OF WATERLOO
CANADA RESEARCH FELLOWSHIPS FOR OUTSTANDING SCHOLARS

The University of Waterloo will provide private funding for SSHRC Canada Research Fellowships for a small number of outstanding scholars in the Humanities and Social Sciences. Funding will be for a minimum of three years.

In some disciplines, tenure-track appointments will be provided following the Fellowship.

Applicants are subject to, and must follow, all SSHRC application procedures. In addition, they must contact the appropriate department (below) requesting University support and providing any additional information they feel should be considered.

University application deadline is July 31, 1988.

School of Accountancy	W M Lemon
Anthropology	O E.A. Counts
Classical Studies	P Y Forsyth
Drama Group	W.R. Chadwick
Economics	D A Wilton
English	G.E Stelhaug
Fine Arts	T A Roberts
French	W.O Wilson
Germanic and Slavic Languages and Literatures	S P Hoefert
History	O A Davies
Philosophy	B P Hendley
Political Science	T.J. Downey
Psychology	T G Waller
Religious Studies	M O. Bryant
Sociology	O Kubat
Spanish	A Fama

**University of Waterloo
Waterloo, Ontario
N2L 3G1**

Applications from women candidates are particularly welcome.

University of Regina

FACULTY OF SCIENCE
HEAD, DEPARTMENT OF BIOLOGY

Nominations and applications are invited for the position of Head of the Department of Biology. The successful candidate will probably be external to the University of Regina, will have an established reputation as a scholar, and will have demonstrated a capacity for leadership.

The Department, in addition to offering undergraduate programs, offers a graduate program leading to the M.Sc. and Ph.D. degrees. As of July 1, 1988 there will be a number of vacant positions in the Department. It is not intended that these positions be filled on a permanent basis until a new Head is appointed. As well, a number of additional vacancies are anticipated in the near future as a result of retirements. This position should appeal to a dynamic individual who would welcome the opportunity and challenge of building a first-rate department of modern Biology.

Applications or nominations, accompanied by a curriculum vitae and the names of three referees, should be sent to:

**Dr. R.G. Rystephanick
Chairman, Biology Head Search Committee
Faculty of Science
University of Regina
Regina, Saskatchewan
S4S 0A2**

Preference given to Canadian citizens.

The position is to be filled on July 1, 1989 or earlier if possible.

Help **BREAK THE PATTERN OF POVERTY**

Please contribute to:

USC Canada
56 Sparks
Ottawa
K1P 5B1
(613) 234-6827

Dalhousie University

NSERC University Research Fellowships at Dalhousie

Dalhousie University invites applications from natural scientists of outstanding achievement and potential in research who have obtained a Ph.D. degree during the past five years for consideration for the 1988/89 University Research Fellowship competition. Applicants must be Canadian citizens or permanent residents of Canada.

Applications should be sent to the Chair of the appropriate Department, Dalhousie University, Halifax, Nova Scotia, B3H 4H6, as listed below. Subfields of particular interest are listed in brackets.

Dr. W. Kimmins	**Biology** (quantitative genetics, fisheries genetics aquaculture)
Dr. J.C.T. Kwak	**Chemistry** (all fields)
Dr. P.J.C. Ryall	**Geology** (seismic stratigraphy, basin analysis, isotope geochemistry)
Dr. P. Fillmore	**Mathematics, Statistics and Computing Science** (functional analysis, optimization, statistics computing science)
Dr. A.J. Bowen	**Oceanography** (chemistry, marine geosciences)
Dr. D.J.W. Geldart	**Physics** (interfaces and materials, magnetism, applied physics)
Dr. V. LoLordo	**Psychology** (animal learning and behaviour, perception and cognition, developmental, neuroscience)

Further information concerning research interests and facilities of their Departments can be obtained from the Chairs.

Applicants should preferably include one copy of each of NSERC forms 209 and 101 completed as far as possible by the applicant.

The deadline for receipt of applications at Dalhousie is June 30. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

Captus Press Could Publish Your Book This Year.

To Publish Scholarly Work
We have recently formed the

University Press of Canada

A division to produce refereed academic texts
in editions of appropriate size which may be as small as 200 copies.

Currently Available Titles Include:

Creativity and Madness	J. D. Keehn ed., 1987
Flowers and Death	K. A. Bryson, 1987
Greek in English	L. Giangrande, 1987
The Psychological Quest: From Socrates to Freud	M. M. Rahman, 1987
Strategic and Tactical Decisions	K. J. Radford, 1986, 1988
Readings in Canadian Real Estate	H. Bartel & G. Arbuckle, 1988

Captus Press Will Also Publish Academic Texts or Course Material in Editions of From 100 Copies to Whatever is Required For Colleagues Who:

- *Are not able to satisfy the academic requirements of their courses with previously existing texts;*
- *Are frustrated by the preparation and dissemination of piles of barely legible photocopies;*
- *Are concerned about the cost to students of texts and materials.*

Captus Press and its University Press of Canada division will produce both scholarly books and teaching texts to an exacting professional standard. We will provide and finance all required publishing services, including typesetting; handle marketing arrangements; and remit a royalty of 20% to our authors. Students will pay substantially less than for a mass-marketed book of similar content and quality.

Please contact us for further information.
Captus Press Inc. Rm. 135, Farquharson Bldg., York University Campus
4700 Keele Street, North York, Ontario, M3J IP3
Telephone (416) 736-5537

IN/PRINTS (Information was supplied by the publisher.)

LABOUR MARKET THEORY AND THE CANADIAN EXPERIENCE, by **Byron Eastman**, Harcourt Brace Jovanovich, Canada, 1987. The author offers an explanation of labour market behaviour in Canada and answers to the following questions: Will free trade with the United States increase unemployment in Canada? How might equal pay legislation harm women in the labour market? Should there be mandatory retirement? Is shift work a job hazard? Are women becoming more important in the union movement? Dr. Eastman's textbook, although only just released, has already been adopted in 12 universities across Canada, ranging from the University of Alberta in the West, through York University and the University of Western Ontario in Ontario and to Concordia University, St. Mary's University, and University of Prince Edward Island in the East. The author is an Economics professor at Laurentian University.

UNIVERSITY OF AL FATEH
FACULTY OF ENGINEERING
TRIPOLI, LIBYA

The faculty of engineering of Al Fateh University is seeking positions for the following openings:

1-COMPUTER ENGINEERING
2-COMPUTER SCIENCE
3-COMMUNICATIONS
4-AERONAUTICAL ENGINEERING
5-MECHANICAL ENGINEERING
6-ELECTRONICS
7-PHYSICS
8-MATHEMATICS
9-ENGLISH LANGUAGE

Applicants should possess distinguished academic and research records commensurate with appointment at the rank of Professor, high quality faculity, and administrative skills.

Applications including a résumé and the names of three referees should be submitted by April 30, 1988 to:

FACULTY OF ENGINEERING
P.O. Box 1813
Tripoli, LIBYA

RESEARCH DIRECTOR
CANADIAN PHARMACEUTICAL ASSOCIATION

The Canadian Pharmaceutical Association is currently seeking a dynamic individual to establish a professional research capability within the Association. This will include research into future trends in the health care field and research into current and future roles for pharmacists. The position reports to the Executive Director.

The successful candidate will have a Bachelor's degree in pharmacy and a Ph.D. in pharmacy administration or a related field. It is expected that the successful candidate will hold a joint university appointment. The individual will preferably have a working knowledge of both English and French.

Salary will be commensurate with qualifications and experience and will be at least at the Assistant Professor rank. Applications, including a curriculum vitae and the names of three referees are to be sent to:

Dr. R.E. Moskalyk
Chairman of the Search Committee
Canadian Pharmaceutical Association
1785 Alta Vista Drive
Ottawa, Ontario K1G 3Y6

Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, consideration, in the first instance, will be given to Canadian citizens and permanent residents of Canada. Others will be considered and are encouraged to apply.

STAFF POSITION
MATERNAL — FETAL MEDICINE

The Hospital

Mount Sinai is a 522 bed, active hospital affiliated with the Faculty of Medicine at the University of Toronto. We have a full-time staff position available July 1, 1988 in Maternal — Fetal Medicine. This facility is part of the University's Perinatal Complex and works in close cooperation with another tertiary care centre located at Women's College Hospital.

The Position

Duties will consist of sharing the running of the high risk service, as well as working in the High Risk Antenatal Clinic and Fetal Assessment Unit. Approximately 2-3 days per week will be allowed as protected time for personal research activities. The candidate will be expected to act as a strong link between the Perinatal Laboratory and the Clinical Unit. Participation in the teaching program provided for undergraduates and post graduates would also be expected.

The Candidate

A minimum of 6 years' training in obstetrics and gynecology is required, 2 of which should be at the level of Fellow. A Current holder of the FRCS (C) (or eligible for same) and be fully qualified to practice in Ontario. A previous training and research methods together with or strong interest in fetal physiology would be expected. Evidence of independent grant funding and publications in the field is also required.

The Application

Applicants should submit a complete curriculum vitae with a list of research publications and details of previous training. In addition, letters of reference from 2 appropriate physicians who have worked with the applicant will be necessary.

In accordance with Canadian Immigration requirements priority will be given to Canadian and permanent residents of Canada.

Please submit curriculum vitaes (no later than May 15, 1988) to:

Dr. J.W.K. Ritchie
Mount Sinai Hospital
600 University Avenue
Toronto, Ontario M5G 1X5

The University of
ST. JEROME'S
College

Federated with the University of Waterloo

PRESIDENT

Applications or nominations are invited for the position of President of the University of St. Jerome's College.

A Roman Catholic Liberal Arts College offering undergraduate courses in Arts and in Mathematics, St. Jerome's College was founded in 1865 and has been federated with the University of Waterloo since 1960. St. Jerome's is committed to fostering both the intellectual and personal growth of its students.

St. Jerome's College is seeking an individual with strong academic and administrative credentials and with an understanding of the Canadian university system and the role of Church colleges in it. The candidate should have the ability both to communicate effectively with faculty, students, staff, and graduates and to maintain strong relations with the Roman Catholic constituency of the College.

The appointment will be effective July 1, 1989.

The University of St. Jerome's College has a commitment to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications and resumés should be received by May 15, 1988 and addressed to:

Dr. Kenneth McLaughlin
Chairperson, Presidential Search Committee
University of St. Jerome's College
WATERLOO, Ontario
N2L 3G3

Hong Kong Polytechnic

Director: Dr. John L. Clark

HEAD, DEPARTMENT OF ELECTRICAL ENGINEERING

The Hong Kong Polytechnic, established in 1972, is the largest institution of higher education in the territory. It offers over 200 courses up to degree and post-graduate level in a variety of subjects. The number of enrolled students is approximately 26,000 with a full-time equivalent population of around 13,000. The academic structure consists of 7 divisions with 26 teaching departments.

The Department of Electrical Engineering offers a sandwich B.Eng(Hons.) degree and a 3-year full-time Higher Diploma. Part-time day-release and part-time evening courses are offered, including Higher Certificate and Endorsement Units. A joint engineering Master's programme by coursework is being planned, and candidates have recently been registered for the Polytechnic's M.Phil. degree, supervised by members of the department.

The academic staff establishment of the department is 31, together with appropriate technical and administrative support. The department is divided into five groups, namely, Machines, Power, Measurements, Control and Technology. Research has developed within these groups, with good opportunities available to encourage the strengthening of existing activities and the introduction of new initiatives. Recent developments include the establishment of additional sources of research funding in Hong Kong and opportunities for enhanced collaborative research with China. Consultancy services are also offered by the Department.

A number of posts of Reader have recently been established in the Polytechnic and consideration is currently being given to the introduction of a Professoriate.

Qualifications and Experience
Applicants should have appropriate academic and/or professional qualifications, together with successful and relevant experience in, for example, tertiary education, industry, the public sector, advanced teaching, research or consultancy. The successful candidate will also be required to demonstrate the personal qualities necessary to lead the department in its diverse functions.

Salaries and Conditions of Service
Not less than HK $33,000 per month + 25% gratuity. The initial appointment will be made on a fixed term contract of four years at the end of which a gratuity equal to 25% of salary earned over the whole contract.period will be payable. Subject to mutual agreement, a further appointment may be offered at the end of the initial contract period, either on the basis of a further gratuity bearing fixed term contract or on superannuable terms. Other benefits include subsidized housing, leave, passages, medical and dental benefits, and children's education allowance.

Applications
Applications including curriculum vitae and names of three referees should be sent to the **General Secretary, Hong Kong Polytechnic, Hunghom, Kowloon, Hong Kong** before 30 April 1988. Further Information available from same office.

UNIVERSITY OF WATERLOO

SSHRC POSTDOCTORAL FELLOWSHIPS
THREE-YEAR AWARDS TO OUTSTANDING SCHOLARS

The University of Waterloo will provide a third year for SSHRC Postdoctoral Fellowship support for a small number of outstanding scholars in the Humanities and Social Sciences. Some teaching is required.

In some disciplines, tenure-track appointments will be provided following the Fellowship.

Applicants are subject to, and must follow, all SSHRC application procedures. In addition, they must contact the appropriate department (below) requesting University support and providing any additional information they feel should be considered.

University application deadline is July 31, 1988.

School of Accountancy	W.M. Lemon
Anthropology	D.E.A. Counts
Classical Studies	P.Y. Forsyth
Drama Group	W.R. Chadwick
Economics	D.A. Wilton
English	G.E. Slethaug
Fine Arts	T.A. Roberts
French	W.D. Wilson
Germanic and Slavic Languages and Literatures	S.P. Hoeferl
History	D.A. Davies
Philosophy	B.P. Hendley
Political Science	T.J. Downey
Psychology	T.G. Waller
Religious Studies	M.D. Bryant
Sociology	D. Kubal
Spanish	A. Fama

University of Waterloo
Waterloo, Ontario
N2L 3G1

Applications from women candidates are particularly welcome.

The University of Western Ontario

French & Spanish

Applications are invited for a two-year limited term appointment in French and Spanish, effective July 1, 1988. Candidates should hold an advanced degree (doctorate preferred), together with relevant teaching experience, at the elementary and/or secondary school levels. A demonstrated research record is desirable. Rank and salary will be commensurate with qualifications and experience. Responsibilities will include teaching preservice (including practicum supervision) and graduate courses, and pursuing related research and publication activities. The closing date for applications is May 2nd, 1988. An application, including a curriculum vitae and the names and addresses of three referees should be sent to **Dr. F.B.W. Harper, Acting Dean, Faculty of Education, The University of Western Ontario, London, Ontario, N6G 1G7.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer. Position is subject to budget approval.

The University of Manitoba

RESEARCH ASSOCIATE

SPORT AND EXERCISE SCIENCES RESEARCH INSTITUTE

The University of Manitoba invites applications for a Research Associate position in the Sport and Exercise Sciences Research Institute. The Institute is a 9,000 square foot facility with laboratories in body composition, histochemistry/biochemistry, human performance, biomechanics and motor development. Ongoing research includes the effects of physical activity on bone, menstrual dysfunction and bone density, anthropometric estimation of bone and muscle masses, biomechanics of various sports including speed-skating, lactate metabolism, lipid profiles and physical activity, and the factors affecting children's activity levels.

The successful candidate will have recently completed a Ph.D. in an area related to exercise science, or an M.D. with a demonstrated interest in the medical aspects of physical activity. This is a research position; the candidate should therefore show a strong record of scholarly work with a clear research program. In the selection process, research ability and potential will be the major consideration, more important than area of interest as long as this falls within the general mandate of the Institute.

Both men and women are encouraged to apply. In accordance with Canadian Immigration, this advertisement is directed to Canadian citizens and permanent residents.

Applications, including curriculum vitae and three letters of reference should be submitted by May 15, 1988 to: **A.D. Martin, Ph.D., Director, Sport and Exercise Sciences Research Institute, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.** The appointment will commence September 1, 1988 or by arrangement. It will be for two years, renewable for a third year. The starting salary will be according to qualifications and experience.

CANADA.YOUR CARE IS SHOWING.

Community water and sanitation projects — part of today's CARE package. For your continuing financial support, thank you, Canada.

CARE IN ACTION

TO MAKE YOUR TAX-DEDUCTIBLE DONATION, WRITE TO CARE CANADA, PO BOX 9000, OTTAWA K1G 4X6

Become a
UNICEF Volunteer
Unicef Canada
1-800-268-6364

DIRECTOR OF PROGRAM DEVELOPMENT

The Division of University Extension and Community Relations at the University of Victoria, invites applications for the position of Director of Program Development. This is one of two senior leadership positions which report to the Director of University Extension and Community Relations.

Duties include responsibility for coordination of the development and administration of a wide range of degree credit, professional development, and community education programs offered both on-campus and through distance education. Specific program areas of responsibility include Health Sciences, Social Work, Education, Law, Engineering, Computer-Based Information Systems, Humanities/Social Sciences/Science and Remedial programs for the adult part-time learner. This includes the supervision of approximately 12 academic professional staff, 10 support staff, and a budget of approximately $2,000,000.

Candidates will be expected to have a Ph.D. in Adult Education or a related field and a demonstrated record of program development and scholarship in the field. In addition, the preferred candidate will have considerable administrative experience at a senior level in continuing education in a university setting.

The appointment is expected to be effective no later than July 1, 1988.

Please send a letter of application, accompanied by a curriculum vitae and the names of three referees, to: Dr. G. Thompson, Director of University Extension and Community Relations, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2, **no later than May 13, 1988.**

The University of Victoria offers equal employment opportunities to qualified male and female applicants.

UVic
UNIVERSITY OF VICTORIA

CONCORDIA UNIVERSITY

The Arts and Science Faculty is seeking applicants for the position of Coordinator for its Science and Human Affairs Programme. This is an interdisciplinary programme concerned with the social dimensions and interactions of science and technology. At present, it offers a 60-credit specialization, a 42-credit major, and a 30-credit minor in Science and Human Affairs. The Coordinator will be appointed for a two-year term and will report to the Vice-Dean, Academic Affairs. He/she will have teaching responsibilities in the programme as well as administrative responsibilities. The Coordinator will be responsible for the programme's budget, and the hiring of part-time faculty to meet the staffing requirements of the programme. (Salary: current floor of Assistant Professor - $32,003.) Interested candidates should send a covering letter stating interests relative to this position, and a curriculum vitae to: Dr. C. Bertrand, Dean, Faculty of Arts and Science, Office AD-324, before May 15, 1988.**

The Department of Leisure Studies invites applications for a faculty position (two year term/renewable; potential tenure track) at the Assistant Professor level beginning August 1, 1988. The successful candidate will teach courses and conduct research in the field of Therapeutic Recreation. Doctorate required, field and teaching experience are desirable. Salary commensurate with qualifications. The closing date for applications is May 1, 1988. Applicants should send curriculum vitae and three letters of reference to: Dr. Randy B. Swedburg, Director, Leisure Studies.**

The Department of Mechanical Engineering is seeking applications for a temporary one-year faculty position at Assistant Professor level in the areas of mechanical design, descriptive geometry, dynamics, technical drawing, manufacturing processes, machine drawing and design. The Department of Mechanical Engineering offers B.Eng., M.Eng. and Ph.D. programs and has a well-established and well-funded faculty research activity. Applicants should have a Ph.D. in Engineering and teaching experience. Applications, including detailed curriculum vitae and names of three referees, should be submitted to Dr. M.D.M. Osman, Chairman, Dept. of Mechanical Engineering.*

The Department of Sociology and Anthropology invites applications for a ten-month leave replacement appointment at the rank of Assistant Professor of Sociology starting August 1, 1988. A Ph.D. is a requirement, with experience in teaching and research. The successful applicant will teach advanced undergraduate courses in research design and analysis, demography, and other courses to be determined. Applicants should send their curriculum vitae and three letters of reference before May 31, 1988 to: Dr. John Drysdale, Chair, Department of Sociology and Anthropology.*

The Department of Sociology and Anthropology invites applications for a ten-month limited term appointment beginning August 1, 1988. A Ph.D. is desirable, with some experience in teaching and research. Salary commensurate with qualifications. The successful applicant will teach undergraduate courses in any one or more of the following areas: community and ethnic relations; industrial societies and social movements; social problems and policies; critical and cultural studies. Applicants should send their curriculum vitae and three letters of reference before May 31, 1988 to: Dr. John Drysdale, Chair, Department of Sociology and Anthropology.*

*1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8

**7141 Sherbrooke Street West, Montreal, Quebec, H3G 1M8

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Université de Moncton

L'Université sollicite des candidatures au poste de:

PROFESSEUR EN NUTRITION

(Poste temporaire de deux ans avec possibilité de renouvellement)

Ce poste est offert également aux femmes et aux hommes

Lors de son engagement, le professeur à temps plein se voit attribuer un des rangs professoraux définis dans la convention collective selon sa formation et son expérience. Le traitement annuel est établi aussi selon la formation et l'expérience.

Fonctions: Enseignement dans les domaines de la nutrition fondamentale et clinique au niveau du 1er cycle. Enseignement et encadrement au niveau des études de 2e cycle. Recherche dans le domaine de la nutrition humaine.

Formation: Ph.D. ou l'équivalent et avoir réussi les critères d'admissibilité de l'Association canadienne des diététistes. Les candidatures des personnes possédant une maîtrise en nutrition humaine et une expérience pertinente pourront être considérées. La priorité sera accordée aux candidats et candidates pouvant démontrer des intérêts et des capacités de développer des projets de recherche en nutrition humaine. La maîtrise de la langue française tant orale qu'écrite est essentielle.

Entrée en fonction: Sous réserve d'approbation budgétaire, l'entrée en fonction est le **1er juillet 1988**. Les candidatures pourront être considérées dès leur réception et selon leur ordre d'arrivée. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois (3) répondants et être transmise **au plus tard le 30 avril 1988.**

Communiquer avec: **Madame Colette Martin, directrice**
École de nutrition et d'études familiales
Centre universitaire de Moncton
Moncton, (Nouveau-Brunswick) E1A 3E9
Téléphone: (506) 858-4003

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents seulement.

Centre universitaire de Moncton

Offre d'emploi

L'Association des professeurs et professeures de l'université Concordia vous invite à postuler pour le poste d'assistant à l'exécutif/gérant de bureau.

La personne choisie relèvera du Comité exécutif, sera membre d'office non votant de l'Association; assistera à toutes les réunions du Conseil et du Comité de direction et sera chargée de rédiger et de communiquer les procès-verbaux, certifiera les résolutions du Conseil et du Comité de direction ainsi que les documents de l'Association; sera gardienne du sceau, des registres des procès-verbaux et des archives de l'Association; veillera à ce que tous les comités de l'Association présentent un rapport annuel par écrit, administrera le Bureau central et les affaires courantes de l'Association, sera membre d'office de chaque comité sauf du Comité des élections et résolutions et du Comité de direction; et s'acquittera des autres responsabilités que peuvent lui assigner le Conseil, le Comité de direction ou les Statuts

Les candidat(e)s doivent être bilingues et avoir de l'expérience dans le milieu académique ou syndical.

L'emploi serait à temps partiel - environ trois jours par semaine - et d'abord pour deux ans, avec une période de probation de six mois

Le salaire pourra être négocié, mais sera dans les environs de $30 000 par année.

Les demandes, incluant un curriculum vitae et trois références, devront être envoyées au plus tard le 30 avril 1988 à: **Dr. Enn Raudsepp, a/s APUC, Annexe RG 208, 7328 Sherbrooke Ouest, Montréal, Québec, H4B 1R7.**

Employment Opportunity

The Concordia University Faculty Association invites applications for the position of executive assistant/office manager of CUFA.

The person selected shall be under the direction of the Executive Committee, shall be a non-voting ex-officio member of the Association; shall attend all meetings of Council, and Executive Committee, and shall be responsible for drafting and distribution of minutes; shall certify resolutions of Council, and Executive Committee and documents of the Association; shall be keeper of the seal, minute books, and archives of the association; shall assure that all Association Committees submit an annual written report; shall administer the Central Office and the daily affairs of the Association; shall be an ex-officio member of every "Association" Committee except the Standing Committee on Elections and the Executive Committee; and shall assume such other responsibilities as may be assigned by Council, Executive Committee, or by the By-laws.

Candidates should be bilingual and have experience in the academic, legal or union milieu.

The appointment would be part-time (about three days a week) and for a two-year term in the first instance, with a six-month probationary period.

Salary is negotiable but will be approximately $30,000 a year.

Applications including a curriculum vitae and the names of three referees should be sent by April 30, 1988 to **Dr. Enn Raudsepp, c/o CUFA Office, Annex RG-208, 7328 Sherbrooke Street West, Montréal, Québec H4B 1R7.**

McMASTER UNIVERSITY

Faculty of Business

Applications are invited for a one year **Visiting Research Associate** position, to do collaborative research in the area of designing manufacturing systems, and inventory control. Candidates should have several years of research experience beyond their Ph.D. and have significant publications in the fields of reliability, stochastic processes, forecasting, and inventory modelling.

Please send applications and supporting material to:

Professor John Miltenburg
Faculty of Business
McMaster University
1280 Main Street West
Hamilton, Ontario, Canada
L8S 4M4

Queen's University at Kingston

REGISTRAR

Queen's University invites applications or nominations for the position of Registrar. This appointment is to be effective 1 July 1988 or as soon as possible thereafter.

Reporting to the Principal, through the Vice-Principal (Institutional Relations), the Registrar is a senior university management position. Operating under policies approved by the Senate and Faculty Boards, the Registrar is responsible for the management and implementation of the University's enrolment policies. The Registrar has overall responsibility for the administration of the undergraduate student recruitment and admissions processes; the development and administration of the University's student record system; the administration of student awards; the management of convocations and the administration of examinations. It is expected that the Registrar will play an integral role in the enrolment planning for the University.

This position is a five year term appointment with eligibility for renewal. Applications and/or nominations accompanied by a detailed curriculum vitae and the names of at least three referees should be directed to:

Dr T.R. Williams
Vice-Principal (Institutional Relations)
Room 213, Richardson Hall
Queen's University
Kingston, Ontario K7L 3N6

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply.

UNIVERSITY OF BRITISH COLUMBIA

DEPARTMENT OF AGRICULTURAL ECONOMICS

Applications are invited for the position of Assistant Professor (tenure track) in the Department of Agricultural Economics. This position involves undergraduate and graduate teaching, research and some related continuing education activities. Candidates should have a Ph.D. in Agricultural Economics or a related discipline. Strengths in agricultural trade and marketing or agribusiness would be an asset. Applicants should submit a letter containing a statement of research and teaching interests, a full curriculum vitae and names of three referees to: **Dr. J.D. Graham, Head, Department of Agricultural Economics, University of British Columbia, 2014 Lower Mall, Vancouver, B.C., V6T 1W5.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Equal employment opportunities are offered to qualified male and female applicants. Salary is subject to final budgetary approval. Closing date: May 15, 1988 or until filled.

University of Alberta
Edmonton

Directeur/Directrice

de l'Education permanente

Faculté Saint-Jean

Qualifications
- Diplôme Universitaire
- Expérience administrative et en éducation des adultes
- Connaissance du milieu minoritaire
- Bilingue

Entrée en fonction
Le 1er septembre 1988

Traitement
Selon les qualifications et l'expérience (minimum: $45,000)

Initialement, un contrat d'un an sera offert avec possibilité de renouvellement.

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents.

Faire parvenir un curriculum vitae et les noms de trois répondants **avant le 16 mai** à:

Jean-Antoine Bour
Doyen
Faculté Saint-Jean
8406 - 91e rue
Edmonton, Alberta
T6C 4G9

Téléphone: (403) 468-1254

University of Alberta adhère activement au principe de l'équité en matière d'emploi.

DIRECTOR
INSTITUTE OF AIR AND SPACE LAW
McGILL UNIVERSITY

Applications are invited for the position of Director of the Institute of Air and Space Law at McGill University.

The Institute provides facilities for advanced study and research in Air and Space Law and related problems of international law for qualified law graduates and others with appropriate qualifications. It offers programmes leading to the Diploma in Air and Space Law, the degree of Master of Laws (LL.M.) and the degree of Doctor of Civil Law (D.C.L.).

The Institute operates within the Faculty of Law and is the locus of the Centre for Research in Air and Space Law. It has an excellent library and a resident teaching staff of 6 plus approximately 12 part-time or visiting lecturers. The student body is drawn from around the globe and numbers about 30 resident graduate students and 15 non-resident graduate students.

The Director will be expected to provide superior leadership in teaching, curriculum development and research as he/she carries the responsibility to implement the academic and administrative policies and plans of the Institute, and supervises and administers the academic programmes, budget and other activities of the Institute. The Director reports to both the Dean of the Faculty of Law and the Dean of Graduate Studies and will work in cooperation with the Director of the Centre for Research in Air and Space Law.

The successful applicant should be proficient in the English and French languages and ought to possess a proven ability to teach at the graduate level and a sound record of research, scholarship and publications.

Rank, salary and terms of employment will be negotiated on the basis of qualifications and experience. Interested applicants should submit a curriculum vitae and the names and addresses of three referees by **August 31, 1988 to: Professor W.F. Foster, Faculty of Law, McGill University, 3644 Peel Street, Montreal, Quebec, Canada, H3A 1W9. (Telephone (514) 398-6627)**

(Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.)

DIRECTEUR
INSTITUT DE DROIT AÉRIEN ET SPATIAL
UNIVERSITÉ McGILL

On demande des candidatures pour le poste de Directeur de l'Institut de droit aérien et spatiel de l'Université McGill.

L'Institut se consacre aux études supérieures et à la recherche en droit aérien, en droit spatial et dans des domaines connexes en droit international. Il recrute comme étudiants des diplômés qualifiés en droit et d'autres personnes aux qualifications pertinentes. Des programmes y sont offerts en vue de l'obtention du Diplôme en droit aérien et spatial, de la Maîtrise en droit (LL.M.) et du Doctorat en droit civil (D.C.L.).

L'Institut fonctionne dans le cadre de la Faculté de droit et il loge le Centre de recherche en droit aérien et spatial. Il posséde une excellente bibliothèque ainsi qu'un corps professoral de six personnes et d'environ douze enseignants à temps partiel ou à titre de visiteur. Les étudiants de deuxième et de troisième cycle, venant du monde entier, sont au nombre d'environ trente en résidence et quinze **in absentia**.

Le Directeur donne leur orientation à l'enseignement, au développement de la programmation et à la recherche. Il est responsable de l'exécution des politiques et des projets scientifiques et administratifs de l'Institut. Il contrôle la mise en oeuvre des programmes de recherche et d'enseignement, du budget et des autres activités de l'Institut. Le Directeur relève du Doyen de la Faculté de droit et du Doyen de la Faculté des études supérieures, et il travaille en collaboration avec le Directeur du Centre de recherche en droit aérien et spatial.

Le candidat choisi doit avoir des facilités linguistiques en anglais et en français, une aptitude démontrée pour l'enseignement au niveau des études supérieures, et un bon dossier de recherches et de publications.

Le rang, le salaire et les conditions d'emploi sont à discuter, selon les qualifications et l'expérience du candidat. Les candidats intéressés sont priés d'envoyer, avant **le 31 août 1988,** leur curriculum vitae et les noms de trois répondants à **M. le professeur W.F. Foster, Faculté de droit, Université McGill, 3644, rue Peel, Montréal, Québec, Canada, H3A 1W9 (téléphone: (514) 398-6627).**

(Les règlements canadiens sur l'immigration exigent que l'Université examine les candidatures de citoyens et résidents permanents du Canada avant les candidatures d'autres personnes.)

Positions Available/Postes vacants

ACCOUNTANCY

UNIVERSITY OF WATERLOO. Business Administration. Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) finance, (iii) information systems, (iv) auditing, (v) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1988 or by arrangement. Appointments available until positions filled. Send resumes to Dr. Morley Lemon, Acting Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY. Faculty of Administrative Studies. Commencing July 1, 1988, and July 1, 1989, faculty positions will be available in the following areas: Accounting, Behavioural Science, Economics, Labour Relations, Finance, Management Science, Management Information Systems, Marketing, Policy & Environment, Management Policy, Production Management. These positions are subject to budget approval and in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. Rank and salary are open. Successful candidates will be expected to be active in research and to teach in the Ph.D., Masters, and Undergraduate Programmes. Contractually Limited Appointments are also available. Please submit curriculum vitae and references to: Alan B. Hockin, Dean, Faculty of Administrative Studies, York University, 4700 Keele Street, North York, Ontario, Canada M3J 1P3. Deadline for submissions — when positions are filled.

ADULT EDUCATION

ST. FRANCIS XAVIER UNIVERSITY. Adult Education. Applications are invited for a tenure track position at the rank of Assistant/Associate Professor. Applicants holding a doctoral degree in adult education or related area preferred. The Master of Adult Education program is a self-directed learning one. Duties include the supervision of graduate students delivered via distance education processes and assisting with teaching during the orientation sessions. Salary will be dependent on qualifications and experience The Assistant Professor salary range for 1987/88 is $31,000 - $40,400 and the Associate Professor salary is $38,200 - $53,600. Salaries are under negotiations for 1988/89. Please submit a letter of application together with a curriculum vitae and the names of three referees to: Dr M.A. Gillen, Chair, Department of Adult Education, St Francis Xavier University, Antigonish, NS, B2G 1C0. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants.

ANIMAL & POULTRY SCIENCE

UNIVERSITY OF GUELPH. The Department of Animal and Poultry Science and the Centre for Genetic Improvement of Livestock announces a contractually limited adjunct professorship in animal breeding (research). This position, which has an initial term of three years and is potentially renewable, is primarily funded by the Canadian Association of Animal Breeders and Holstein Canada. An adjunct professorship is provided at the University in situations where interactive research or education is being carried out jointly by the university and industry for mutual benefit. The successful candidate will have demonstrated high research productivity in the field of mixed models as they apply to dairy cattle and animal breeding. The candidate will also possess exceptional skills in statistical and computer analysis of very large data sets and will be interested in initiating a research program which, in part, may involve use of a super computer located at the University of Toronto, but accessed from the University of Guelph. A wide variety of research topics may be pursued utilizing the Centre for Genetic Improvement of Livestock data bases and a computer which is fully designated for research in animal breeding. One major topic involves definition and description of the most profitable dairy cow. Including, confirmation and auxiliary traits will be considered in this research. Interaction with industry will occur on a regular basis in establishing research priorities and the successful candidate will report research findings through industry committees periodically as well as in the scientific literature. The incumbent would be expected to make application for additional research funding to the Natural Sciences and Engineering Research Council of Canada and other funding agencies to pursue research interests. This position does not carry any formal teaching responsibilities although involvement and interaction with graduate students, the Department and Centre's seminars and workshops and participation in scientific meetings is expected. Complete resume and names of three references should be sent to: Dr. R.J. Etches, Chairman, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. The closing date for applications is April 30, 1988. Position subject to final budgetary approval.

UNIVERSITY OF GUELPH. The Department of Animal and Poultry Science at the University of Guelph is seeking applications from physiologists who wish to apply their expertise to study the response of poultry to their environment. Minimum requirements are a Ph.D. or equivalent in physiology. The successful applicant will be expected to develop an active research program integrating the principles of physiology and ethology and to apply these principles to the objective evaluation of poultry production systems. Evidence of ability to liaise with industry will be an asset. In addition the incumbent will be expected to develop a strong teaching programme at both undergraduate and graduate levels in his/her area of competence with application to livestock production. The position is tenure-track at the Assistant/Associate Professor rank in a department with expertise in the disciplines relating to the care and management of animal species of agricultural importance. The appointee should work closely with colleagues in both the agricultural and veterinary colleges. The University is internationally recognized for its leadership in ethology. Complete resume and names of three references should be sent to: Dr R.J. Etches, Chairman, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. The closing date for applications is April 30, 1988. Position subject to final budgetary approval

UNIVERSITY OF MANITOBA. Department of Animal Science. Animal Physiologist. The Department of Animal Science has a tenure-track position available for an Assistant Professor in Domestic Animal Physiology Minimum qualifications is Ph.D. in reproductive physiology. Specialization in swine reproductive physiology would be an asset. The position requires the incumbent to have interest and ability to teach at the undergraduate and graduate levels. The incumbent would be expected to develop independent research in the area of swine reproduction. Willingness to liaise with industry and farming community is required. Initial salary level will be commensurate with qualifications and experience of the candidate. The April 1, 1986 salary floor for an Assistant Professor was $28,389.00 and salary rates for University of Manitoba academic staff are currently under negotiation. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Closing date for applications is May 18, 1988 and the appointment date is expected to be August 1, 1988 or as soon as possible thereafter. Letters of application, complete with curriculum vitas and the names of three references should be sent to Dr. S.C. Stothers, Chairperson, Selection Committee, Department of Animal Science, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

ANTHROPOLOGY & ARCHAEOLOGY

UNIVERSITY OF SASKATCHEWAN. Ethnology. Applications are invited for a 10-month term appointment for a sabbatical replacement position in Ethnology at the level of Instructor commencing September 1, 1988. A successful candidate will have completed a Ph.D. or be close to completing it and will have a strong commitment to teaching and research in the area of medical anthropology and/or applied ethnology. The candidate will carry a teaching load of five (13-week semester) courses but may have to do only four course preparations. Teaching will involve an introductory section of ethnology, introduction to ethnological theory and social structure, anthropology of health systems, cultural dynamics (examination of major dimensions of non-material culture, e.g. religion, magic, and constructs of space and time), and possibly areal ethnography courses on North American Plains or Boreal and Sub-Boreal regions. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants should send their curriculum vitae and names and addresses of three referees to: Professor S.P. Sharma, Head, Department of Anthropology and Archaeology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Application deadline: April 30, 1988.

UNIVERSITY OF SASKATCHEWAN. Archaeology. Applications are invited for a tenure-track position (subject to budgetary approval) in Archaeology at the level of Assistant Professor or possibly higher rank commencing July 1, 1988. A successful candidate will have completed a Ph.D. and will have a strong commitment to field research in the Northern Plains area. In addition, the candidate should have competency in one or more of the following specialties: palaeo-ecology, geoarchaeology, zooarchaeology, ceramics, quantitative methods, or cultural resource management. Some teaching experience is also preferred. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send their curriculum vitae and names and addresses of three referees to: Prof. S.P. Sharma, Dept. of Anthropology & Archaeology, University of Saskatchewan, Saskatoon, SK. S7N 0W0.

ARCHITECTURE

THE UNIVERSITY OF WATERLOO School of Architecture invites applications for a full-time position in Design, preferably with an expertise in the design of landscape. The School's programme of study consists of four related disciplines (streams): culture, design, ecology and technology. The successful applicant will teach architectural studio courses and also contribute in related areas of landscape and ecology. He or she must be an excellent designer with a strong critical and scholarly base. Experience in teaching and a Masters degree are preferred. This is a two-year appointment beginning in January 1989 with possibility of renewal. Before August 31, 1988, applicants should send a letter stating interests, C.V., and the names of three references to Eric Haldenby, Director, School of Architecture, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with assistant professors wherever possible. Applications from women candidates are particularly welcome.

ART

QUEEN'S UNIVERSITY. The Department of Art at Queen's University expects to be able to make the following appointment: Tenure track appointment. Rank and salary commensurate with experience (1987/88 salaries Associate Professor $36,650; Assistant Professor $29,700). To teach painting and drawing to advanced levels in the Bachelor of Fine Art program. Previous established exhibition record are required. The appointment will commence July 1, 1988. Each applicant would be required to cooperate in a small group which includes sculpture and printmaking faculty, to facilitate the smooth running of the studio component of the Bachelor of Fine Art program as a whole, and in other administrative responsibilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are equally invited to apply. The closing date for application is 1st May 1988. A curriculum vitae, slides of work, and the names of three referees should be sent to Professor Bruce Laughton, Head, Department of Art, Queen's University, Kingston, Ontario, K7L 3N6.

ASIAN STUDIES

UNIVERSITY OF MANITOBA. Applications are invited for two full-time term positions (up to three years with a possibility of extension) at the assistant professor level, one in Chinese (Mandarin) language and literature and one in Indic languages (Sanskrit and Hindi). Additional qualification in either a Humanities or Social Sciences discipline desirable. Requirements: Ph.D. and some experience with language teaching. The candidates are expected to teach the above languages at the elementary, intermediate and advanced (undergraduate) levels. Include a five to ten minute taped text in the appropriate language with your voice and any other proof of proficiency in the languages concerned. Both women and men are encouraged to apply. In accordance with Canada Immigration, this advertisement is directed to Canadian citizens and permanent residents. Application closing date May 15, 1988. Send vita, names and addresses of referees to Dr Klaus Klostermaier, Chair, Asian Studies Committee, University of Manitoba, Winnipeg, Manitoba, R3T 2N2

BIOCHEMISTRY

UNIVERSITY OF ALBERTA. Research Associate. A Ph.D. biochemist with postdoctoral experience is required for this position. The preferred candidate should have experience in membrane enzymology, lipid synthesis and analysis, purification of hydrophobic proteins and in culturing hepatocytes. Funds are available on a continuing basis (at least three years), subject to annual confirmation of funding. The salary would be between $26,021 and $27,570 per year. The closing date for applications is April 30, 1988. Applications should be submitted to: Dr D.N. Brindley, Lipid and Lipoprotein Research Group, Department of Biochemistry, University of Alberta, 474 Medical Sciences Building, Edmonton, Alberta T6G 2H7. The University of Alberta is committed to the principle of equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BIOLOGICAL SCIENCES

SIMON FRASER UNIVERSITY. Department of Biological Sciences. Laboratory Instructor I - Biotechnology. A position is available effective 1 July 1988 for a Laboratory Instructor in molecular and industrial biotechnology, and for related research/teaching functions in the Department of Biological Sciences The successful candidate will be responsible for laboratory instruction, occasional lectures in assigned courses, and will independently design and develop laboratory exercises. He/she will also provide expertise and support for research and teaching in biotechnology. Minimum qualifications are a M Sc. degree in Molecular Biology, Biochemistry, or Microbiology, plus relevant lab experience Familiarity with current biotechnology laboratory techniques and equipment is essential. Teaching experience is an asset. Appointments of Laboratory Instructor I are normally made without term. Instructors are entitled to four weeks paid annual vacation and are eligible for all normal University benefits including medical and group life insurance, and academic pension plans. Salary commensurate with experience. Applicants should submit an up-to-date curriculum vitae, transcripts, and three letters of reference concerning professional experience, before 15 May 1988, to: Dr. Michael J. Smith, Chairman, Search Committee, Dept. of Biological Sciences, Simon Fraser University, Burnaby, B.C., V5A 1S6.

UNIVERSITY OF LETHBRIDGE. Title: Probationary (tenure-track) appointment as Assistant Professor Qualifications. Ph.D. in Cellular/Molecular Biology. The University, primarily an undergraduate liberal arts institution, is committed to excellence in teaching and research; relevant teaching experience and publications shall be considered an asset. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Responsibilities: The successful candidate will be expected to teach and develop a funded research programme in his/her area of specialization in cellular/molecular biology (preferably experimental) and to teach courses in one or more cognate subdisciplines and at the introductory level. Salary: (1987-88 schedule) Assistant Professor minimum $31,612 Applications: Applications, including a current curriculum vitae, a brief summary of research interest, a statement of the applicant's philosophy of teaching, and three letters of reference should be sent to Dr. P.D. Lewis, Jr. Chairman, Department of Biological Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Effective Date: July 1, 1988, or as soon thereafter as the position is filled Closing Date June 1, 1988

SIMON FRASER UNIVERSITY. Department of Biological Sciences. Plant Pathology. Applications are invited for a tenure-track position at the Assistant or beginning Associate Professor level in the general area of plant pathology. The successful candidate is expected to participate in the Department's undergraduate teaching program, preferably in the area of plant pathology, physiology, biochemistry or microbiology In addition, the position includes graduate level instruction and supervision of students in the Department's Ph.D., M Sc, and Master of Pest Management program Applicants should have a strong research record in some aspect of basic and/or applied plant pathology The position is available immediately Applications together with an up-to-date curriculum vitae, an outline of research interests, reprints of published research, and the names of three referees should be sent to: Dr. L.M. Srivastava, Chairman, Dept. of Biological Sciences, Simon Fraser University, Burnaby, B C., Canada. V5A 1S6. Closing date for applications is May 31, 1988 or when the position is filled. In accordance with Canadian Immigration regulations, this advertisement is directed in the first instance to the attention of those individuals legally entitled to work permanently in Canada.

UNIVERSITE DE MONTREAL. Ecologie des eaux douces. Le Département de sciences biologiques de la Faculté des arts et des sciences de l'Université de Montréal cherche un professeur à temps plein en écologie des eaux douces. Fonctions: Enseignement de l'écologie aux 1er, 2e et 3e cycles; direction d'étudiants à la maîtrise et au doctorat; recherche au sein d'une équipe d'écologistes. Exigences: Ph.D. en biologie ou l'équivalent, spécialisation dans un des domaines de l'écologie des eaux douces; dossier de publications. Une préférence sera accordée aux candidats dont le domaine de spécialisation permet une intégration ou une complémentarité avec l'équipe actuelle. Traitement: Selon la convention collective. Les candidats doivent acheminer leur curriculum vitae, une liste détaillée de leurs publications (si possible avec copie des principaux articles) et au moins trois lettres de références avant le 15 mai 1988 à: M. Roch Carbonneau, Directeur, Département de sciences biologiques, Université de Montréal, C.P. 6128, succursale A, Montréal (Québec) Canada, H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents du Canada.

BIOLOGY

McGILL UNIVERSITY. Evolutionary Biologist. Redpath Museum, McGill University, seeks to sponsor a qualified applicant (Ph.D.) for a NSERC University Research Fellowship. (Eligibility is limited to Canadian Citizens and Landed Immigrants). These 5-year awards (renewable) carry an appointment and salary of Assistant Professor as well as grant support for research. The museum is looking for a systematic or evolutionary biologist who will establish a vigorous research program. The museum has important collections in the areas of paleontology, malacology and vertebrate zoology and laboratory facilities for morphological and biochemical studies. The museum is affiliated with McGill's large and active Department of Biology and the successful applicant may expect to teach in his or her field of expertise. Send CV, representative reprints and 3 letters of reference by July 30, 1988 to Dr R. L. Carroll, Redpath Museum, McGill University, 859 Sherbrooke St. W., Montreal, Canada, H3A 2K6.

UNIVERSITY OF TORONTO. Dept. of Zoology. A research associate position is immediately available working with Prof. Bruce Pomeranz on a project to study medical effects of cold laser therapy on nerve signals and wound healing of skin. The successful candidate would be required to have a background in electrophysiology or biophysics. The NRC contract grant begins immediately and will last one year. Send C V to Prof B Pomeranz, Dept. of Zoology, University of Toronto, 25 Harbord St , Toronto, Ont M5S 1A1

UNIVERSITY OF WINDSOR. Plant Biologist. Applications are invited for a tenure track position as Plant Biologist at the Assistant or Associate Professor level Qualifications include a Ph.D and post-doctoral experience in plant biology, preferably in plant molecular biology, molecular genetics or evolutionary biology A background in plant systematics would be desirable. The successful applicant will be expected to establish a vigorous independent research program which will complement ongoing programs in molecular and developmental biology and/or evolutionary biology in the Department This position is available beginning July 1, 1988. In accordance with Canadian Immigration regulations, preference will be given to Canadian citizens or permanent residents at the time of application. The University of

CAUT/Group Insurance

CAUT members are entitled to apply for these low-cost plans:
1. LIFE INSURANCE up to $300,000.
2. PERSONAL ACCIDENT INSURANCE ($100,000).
3. FAMILY LIFE INSURANCE for spouses and children of members.
4. PROFESSIONAL PROPERTY INSURANCE books, computers, etc.

For complete details, brochures, applications, premium costs, etc. mail the coupon to:

Pour obtenir des détails complets brochures, formule d'adhésion, tableaux des primes, etc. postez le coupon à:

KANATIA

CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Canada K1Y 4G1

Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursale C,
Ottawa, Canada K1Y 4G1.

l'ACPU/Assurance Collective

Les membres de l'ACPU peuvent souscrire aux régimes suivants à prix modique:
1. ASSURANCE-VIE jusqu'à $300,000.
2. ASSURANCE PERSONNELLE EN CAS D'ACCIDENT ($100,000).
3. ASSURANCE-VIE POUR LA FAMILLE sur la vie du conjoint et des enfants des membres.
4. REGIME D'ASSURANCE EFFETS PROFESSIONNELS livres, ordinateurs, etc.

Please send me information outlining the C.A.U T. Insurance Plans

Veuillez, s'il vous plait, me faire parvenir les renseignements complets sur les régimes d'assurance de l'A.C.P.U.

Name/Nom ______

Address/Adresse ______

City/Ville ______ Province ______ Code ______

Windsor offers equal employment opportunities to qualified female and male candidates. Women are particularly encouraged to apply. Interested applicants should forward a curriculum vitae together with a statement of their research and teaching experience and interest, and arrange to have three letters of reference sent to: Dr. H.B. Fackrell, Head, Department of Biological Sciences, University of Windsor, Windsor, Ontario, N9B 3P4, Canada, (519) 253-4232, extension 2697.

ACADIA UNIVERSITY. Sabbatical Replacement. Applications are invited for a nine month sabbatical leave replacement in the Department of Biology, Acadia University. Teaching responsibilities will include full year courses in Histology and Embryology. Salary commensurate with qualifications. Resume and names of three referees should be sent to: Dr. F.C. Bent, Department of Biology, Acadia University, Wolfville, NS, B0P 1X0. Applications will be received until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

UNIVERSITY OF OTTAWA. Department of Biology. Applications are invited for the 1988/89 NSERC University Research Fellowship competition. Candidates must have obtained a Ph.D. during the past five years and be a Canadian citizen or a permanent resident of Canada. Applications are encouraged from individuals in the areas of PLANT PHYSIOLOGY/BIOCHEMISTRY, MICROBIAL GENETICS, and VERTEBRATE OR SYSTEMS ECOLOGY, areas where faculty openings are expected in the near future. Exceptional candidates in other areas will also be considered. The appointee will become a member of the Ottawa-Carleton Centre for Graduate Studies and Research in Biology, a cooperative program between the universities of Ottawa and Carleton, which includes active collaboration with scientists from several government laboratories. The University of Ottawa is a bilingual institution, the ability to communicate in both English and French is an asset. Employment equity is University policy. Send curriculum vitae including a summary of research interests and three letters of reference before May 1, 1988, to: Dr. T.W. Moon, Chairman, Department of Biology, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITE D'OTTAWA. Département de Biologie. Nous sommes à la recherche de candidats éligibles à un(des) poste(s) de chercheur boursier universitaire du CRSNG. Ce(s) poste(s) sera(seront) attribué(s) lors d'un concours qui aura lieu en 1988/89. La préférence sera donnée aux candidats qui auront acquis cinq années d'expérience ou moins après l'obtention de leur doctorat, et sont citoyens canadiens ou légalement domiciliés au Canada. Les candidatures de personnes s'intéressant à la PHYSIOLOGIE VEGETALE/ BIOCHIMIE, à la GENETIQUE MICROBIENNE, et à l'ECOLOGIE des VERTEBRES ou des SYSTEMES sont particulièrement recherchées, ces domaines offrent des possibilités de permanence d'emploi dans un avenir rapproché. Toutefois les candidats exceptionnels intéressés à d'autres domaines seront aussi considérés. Le(s) candidat(s) choisi(s) deviendra(deviendront) membre(s) du Centre d'Etudes Supérieures et de Recherche en Biologie Ottawa-Carleton; ce Centre, géré conjointement par l'Université d'Ottawa et l'Université Carleton, facilite une étroite collaboration avec des chercheurs de divers laboratoires gouvernementaux. L'Université d'Ottawa étant une institution bilingue, il est important que le(s) candidat(s) soit(soient) apte(s) à enseigner en français et en anglais. L'égalité d'emploi est une politique appliquée à l'Université d'Ottawa. Les candidats doivent soumettre, avant le 1er mai, 1988, leur curriculum vitae, un résumé de leurs intérêts de recherche, et aussi demander à trois répondants de soumettre des lettres de recommandation au: Dr. T.W. Moon, Directeur, Département de Biologie, Université d'Ottawa, Ottawa, Ontario, Canada K1N 6N5.

BOTANY

BRANDON UNIVERSITY. Department of Botany. Applications are invited for a 3 year term appointment with the possibility of further extension at the Assistant Professor level commencing August 1, 1988. Teaching duties will involve undergraduate instruction in six half courses over the academic year in the areas of applied botany and general biology with the possibility of some rearrangement of teaching assignments. The successful applicant will have access to departmental research facilities and will be encouraged to pursue an active research program. The Assistant Professor salary range for 1987/88 is $30,033 - $43,701. Salaries are under negotiation for 1988/89. Applications will be accepted until June 1, 1988. Interested candidates should send their Curriculum Vitae, most recent official university transcript, copies of any recent publications, and three letters of reference to: Dr. Evan Pepper, Chair, Department of Botany, Brandon University, Brandon, Manitoba, Canada, R7A 6A9 (204) 727-9623. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BUSINESS

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, and Marketing. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S. Smith, Dean, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment.

BUSINESS ADMINISTRATION & COMMERCE

McMASTER UNIVERSITY. Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting; (ii) Finance; (iii) Marketing/Promotion/International Business/Business Policy; (iv) Information Systems; (v) Production/Management Science. Rank of Assistant, Associate or Professor, depending on qualifications and experience; preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date closes when position is filled. Applications should be sent to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF NEW BRUNSWICK. The University of New Brunswick, Fredericton, Faculty of Administration invites applications in: Accounting, Finance, Management, Human Resource Management, Marketing, Management Information Systems. Qualification for tenure track positions in all disciplines is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding MBA degree or CA designation. Persons with tenured positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1988 or January 1, 1989 as convenient. Successful candidates will teach in BBA, MBA, and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit curriculum vitae and names and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.

BISHOP'S UNIVERSITY. Business Administration. Applicants are invited immediately for a one year term appointment in the area of Policy. Appointments are open as to rank but are normally made at the rank of Assistant Professor. Candidates must have a Ph.D. (completed or near completion) or equivalent. Consideration will also be given to candidates with an M.B.A. and considerable industry experience. Duties include research and teaching at the undergraduate level. Salary will depend upon qualifications, experience and research record. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Send your curriculum vitae and the names of three referees to Professor John Oldland, Chairman, Business Division, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

LAKEHEAD UNIVERSITY, School of Business Administration, invites applications for a probationary (tenure-track) appointment in Accounting in the School of Business Administration. The School offers a Graduate Diploma Program, an Honours Bachelor of Commerce Program, and a Bachelor of Administration Program to 600 full-time students. Excellence in teaching is stressed in all programs. Rank and salary are open and will depend upon qualifications. Candidates should have at least a Masters Degree in business plus a professional accounting designation. Candidates should have excelled in their academic and professional studies. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Applications will be accepted until the position is filled. Letters of interest and applications should be sent to: Dr. Dianne Common, Dean of Professional Studies, Lakehead University, Thunder Bay, Ontario, P7B 5E1. An equal opportunity employer.

THE UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS, Division of Administration, invites applications for tenure track positions in: Financial Accounting, Marketing, Management Information Systems to commence July 1, 1988. Rank and salary will be commensurate with qualifications and experience. Qualifications required include a Ph.D. or equivalent. Candidates with lesser qualifications may be considered for a term appointment. Applications will be accepted until the positions are filled. Please send c.v. and the names and addresses of three referees to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Box 5050, Saint John, N.B. Canada E2L 4L5. In accordance with Canadian Immigration regulations, preference will be given to citizens and permanent residents of Canada.

UNIVERSITY OF PRINCE EDWARD ISLAND. School of Business Administration. Subject to budgetary considerations, applications are invited for sabbatical and study leave replacements in the areas of Marketing, Production and Management. Visiting appointments are possible. Rank and salary depend on qualifications, teaching, and practical experience. Appointments are effective July 1, 1988, or by arrangement. This is an opportunity for those who would like to work in an environment where teaching is emphasized, and relevant work experience is recognized. Applications will be accepted until the positions are filled. Interested candidates should send their C.V. to: Professor Robert O'Rourke, Dean, School of Business Administration, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open, based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1988 preferred. Application date closes when position is filled. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. L.I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

CHEMISTRY

UNIVERSITY OF OTTAWA. Department of Chemistry. The department invites applications for a temporary teaching position in Inorganic Chemistry for 1988-89. The successful candidate will be expected to carry a full-time teaching load at the undergraduate level as well as conduct research. The position may be renewed for a second year by mutual agreement or lead to nomination to an NSERC University Research Fellowship. The salary will be commensurate with experience. Priority will be given to Canadian citizens and permanent residents and Employment Equity is University Policy. Interested persons are asked to send a C.V., a research proposal and the names of three referees to: Professor D.M. Bishop, Acting Chairman, Department of Chemistry, University of Ottawa, Ottawa, Ontario K1N 9B4.

UNIVERSITY OF TORONTO. The Department of Chemistry, University of Toronto will make a tenure-stream appointment at the Assistant Professor level in Experimental Physical Chemistry on or after January 1, 1989. Applicants should possess a strong academic background and an excellent research record in modern experimental physical chemistry. The successful candidate will be expected to conduct an active and highly innovative research program and to teach at both the undergraduate and graduate level. This position is open to men and women candidates of any nationality. Applicants should provide a curriculum vitae and an outline of their proposed research, and should arrange to have three letters of recommendation sent on their behalf, by May 1, 1988, to: Professor M.A. Winnik, Chairman, Search Committee, Department of Chemistry, University of Toronto, 80 St. George Street, Toronto, Ontario, Canada M5S 1A1.

UNIVERSITY OF TORONTO. Postdoctoral/Research Associate in Experimental Solid-State Photophysics with expertise in some of the following areas: Luminescence lifetime and time resolved spectroscopy (lasers, flash lamps, time correlated single photon counting); relaxation dynamics (energy transfer); data analysis, computer programming (IBM-PC, XT, AT family, Fortran, C). Send CV and three letters of recommendation to Professor Geoffrey A. Ozin, Chemistry Department, 80 St. George Street, University of Toronto, Toronto, Ontario, Canada M5S 1A1, Telephone 416-978-2082.

YORK UNIVERSITY. Department of Chemistry. Applications are invited for the Guy Warwick Rogers Chair in Atmospheric Chemistry, a tenured position. The applicant must be familiar with important chemical processes in the atmosphere, sources and sinks of significant atmospheric species, instrumental methods of measuring these species, and computer modelling of the atmosphere, and must be well recognized in at least one of these areas. The successful candidate will have the opportunity to participate in activities of the York University Centre for Atmospheric Chemistry and the Canadian Institute for Research in Atmospheric Chemistry (CIRAC). Applications will be evaluated as received. The closing date for applications is August 1, 1988. Applications consisting of a curriculum vitae, a summary of research plans and interests, and the names and addresses of three referees should be sent to Dr. H. Niki, Chairman, Search Committee, Department of Chemistry, York University, 4700 Keele St., North York, Ontario, Canada M3J 1P3. In accordance with Canadian Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

YORK UNIVERSITY. Department of Chemistry. Applications are invited for a tenure-track appointment at the rank of Assistant Lecturer (alternate stream) commencing July 1, 1988. Candidates should have at least a Master's degree in Chemistry or equivalent experience, laboratory experience in Chemistry, computer skills and administrative capabilities. The successful candidate will report to the Chairman of Chemistry, will direct and assist in the running and development of the first-year laboratory courses in Chemistry in consultation with the course lecturers, and must be available for student consultation on a daily basis. Please send applications containing a Curriculum Vitae and the names of two references to Prof. Diethard K. Bohme, Chairman, Department of Chemistry, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. The deadline for applications is May 13, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

UNIVERSITY OF OTTAWA. Department of Chemistry. Applications are invited for a position in theoretical chemistry, at the post-doctoral or research associate level. Candidates should be familiar with the standard quantum-chemical computer codes and their implementation and have received their Ph.D. in quantum chemistry. Address enquiries to Professor David M. Bishop, Chemistry Department, University of Ottawa, Ottawa, Canada K1N 9B4.

CLASSICS

BROCK UNIVERSITY. Department of Classics. Applications are invited for a two-year appointment at the rank of assistant professor of Classics to commence on July 1, 1988. The applicant should have a thorough Classical training, a completed Ph.D., and demonstrated ability in research and teaching. The successful applicant will be expected to make a distinctive contribution to a Department which emphasizes superior teaching and significant research. Applicants should send a current curriculum vitae, and have three referees send letter of recommendation, by April 30, 1988 to: Professor Frederick H. Casler, Chairperson, Department of Classics, Brock University, St. Catharines, Ontario, L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

CARLETON UNIVERSITY. Subject to budgetary approval, the Department of Classics at Carleton University invites applications for a five-month leave replacement position at the Lecturer level from January 1 to May 31, 1989. The successful applicant will teach courses in Classical Civilization and possibly Latin. Candidates should have experience in University teaching and either have a Ph.D. or be near completion. Applicants should send a curriculum vitae by May 15, 1988 to Prof. R. L. Jeffreys, Chairman, Department of Classics, Carleton University, Ottawa, Ontario, K1S 5B6; telephone (613) 564-3740, and ask three referees to write to him on their behalf. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications from qualified candidates of either sex are welcome.

UNIVERSITY OF TORONTO. Classics. Subject to budgetary approval the Division of Humanities, Scarborough Campus, University of Toronto, invites applications for a one year contractually limited term appointment at the rank of Assistant Professor in Classics. Applicants must have a Ph.D. and experience in language teaching and in teaching classics in translation. Teaching duties will be Introductory Greek, Intermediate Latin and Classical Mythology. A letter of application, a c.v., three confidential letters of reference, and evidence of teaching ability should be sent to: Professor Paul Thompson, Chair, Division of Humanities, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. Closing date for applications is 1 May 1988. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Classical Studies. Applications are invited for a part-time position in Classical Studies for the academic year 1988-89. The successful applicant should be an all-round classicist with at least an M.A. The precise courses to be taught and the stipend are negotiable. Please send application, curriculum vitae, and at least two letters of reference to Professor P.Y. Forsyth, Department of Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is September 1, 1988. Closing date for receipt of applications will be when filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

COMBINATORICS & OPTIMIZATION

UNIVERSITY OF WATERLOO. Combinatorics and Optimization. Applications are being accepted for the position of Assistant Professor in the area of Continuous or Discrete Optimization. A PhD degree is required and the candidate should have proven ability, or the potential, for excellent research and effective teaching. It is desirable that the candidate have interest in the application of optimization techniques to problems in business, industry and commerce. The appointment is expected to enhance the Department's ability to support research and education in the area of Operations Research. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Interested individuals should send resumes and the names of three references to: Prof. P.J. Schellenberg, Chairman, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: July 1, 1988. Closing date for receipt of applications will be when filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent PhD graduates appointed as Assistant Professors, wherever possible. Applications from women candidates are particularly welcome.

COMPUTER SCIENCE

UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for two tenure-track positions at the Assistant/Associate Professor level. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Strong candidates from all research areas will be considered, but areas of special interests include database systems, VLSI/computer architecture, operating systems, numerical analysis and computer graphics. The Department consists of 36 academic and 28 support staff. Current hardware support includes an Amdahl 5870, a network of four VAX 11/780's and about thirty Sun Workstations, and well-equipped microcomputer and workstation laboratories for graphics, VLSI, and AI research. Access to a Cyber 205 is available. Salary range $32,756 to $57,236 and is commensurate with qualifications and experience. Send curriculum vitae and the names of three references, and up to three reprints or copies of important publications. New Ph.D.'s should also include a copy of their transcript. Apply to: Dr. Lee J. White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2H1. Applications will be accepted until June 30, 1988. The University of Alberta is committed to the principle of equity in employment.

McGILL UNIVERSITY. School of Computer Science. Applications are invited for a Full Professorship in distributed computing with special interest in Software Design. The position is for a prestigious Chair funded by Bell Northern Research (BNR) and Northern Telecom and is open to Full Professors, senior Associate Professors with an excellent publication record in the field or to people with an equivalent industrial qualification. Some research areas of interest are: inter-processor communication methods, distributed operating systems software, design of distributed name services, fault tolerance in distributed systems, distributed file systems, distributed data bases and transaction processing, distributed algorithms, debugging in distributed systems, programming languages for distributed applications, performance analysis of distributed systems as well as campus, metropolitan and wide area distributed systems. The School of Computer Science currently consists of 17 faculty and offers B.Sc. and Ph.D. programs. A new major program in Computer Architecture and Programming is being established. The possibility exists for the Full Professor to build a small team with the cooperation of a government-industry program. The Centre de Recherche en Informatique de Montreal offers unique opportunities for university professors to carry on applied research in cooperation with the leading Canadian industries. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applicants should submit a curriculum vitae and the names of four referees to Professor Pierre Belanger, Dean, Faculty of Engineering, McGill University, 817 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6.

McGILL RESEARCH CENTRE FOR INTELLIGENT MACHINES. Computer Vision. The McGill Research Centre for Intelligent Machines has been constituted as an interdisciplinary grouping of researchers in Computer Science, Electrical Engineering and Mechanical Engineering. It consists of three groups: the Computer Vision and Robotics Laboratory, the Robotic Mechanical Systems Laboratory, and the Systems and Control Group. There are 12 professors, several research associates and about 80 graduate students. The Centre possesses outstanding facilities for research and provides an excellent academic milieu. The Centre is seeking a Research Associate specializing in Computer Vision. An initial annual appointment is extendible by mutual agreement, with the possibility of conversion to tenure stream. The candidate should be a recent doctoral graduate with a strong interest in research. Teaching is minimal (one semester course per annum) and remuneration is at an Assistant Professor's level. In accordance with Canadian Immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents. Interested people should send their Curriculum Vitae with the names of three referees to: Professor Martin D. Levine, Director, McGill Research Centre for Intelligent Machines, McConnell Engineering Building, 3480 University Street, Montreal, Quebec, H3A 2A7.

McMASTER UNIVERSITY. Communications Research Laboratory (Telecommunications Research Institute of Ontario) and The Department of Computer Science and Systems invites applications for 2 faculty positions which, in partnership with the Communications Research Labortory, offer exceptional opportunities for advanced research. With faculty membership in the Communications Research Laboratory and through its affiliation with the Telecommunications Research Institute of Ontario, successful candidates will have the privilege of access to advanced research facilities, and the opportunity to participate in world-class research under the umbrella of a "Centre of Excellence", as well as joining an academic Department in its formative years, with all the implied challenges and opportunities. Candidates must have a Ph.D., demonstrated teaching ability, and a proven research record in one or more of the general areas of parallel system architecture, concurrent processing environments, real-time, digital signal processing, matrix computations. Departmental responsibilities include teaching at undergraduate and graduate levels, and the supervision of graduate students. Salary is competitive for a tenure-track position and commensurate with qualifications and experience. In accordance with Canadian Immigration laws, priority will be given to Canadian citizens and permanent residents. Please provide a curriculum vitae and arrange for three letters of reference to be sent to (or request additional information from): Dr. S. Haykin, Director, Communications Research Laboratory; or, Dr. G. L. Keech, Chairman, Computer Science and Systems; McMaster University, Hamilton, Ontario, L8S 4K1.

UNIVERSITY OF NEW BRUNSWICK. Computer Science. 1. A tenure track position at assistant professor level. 2. Ph.D. required for tenured position. All areas will be considered. 3. Teaching at the graduate and undergraduate levels and collaborative research. 4. Salary and rank commensurate with qualifications and experience. 5. Apply to: Dr. W. Dana Wasson, Director, School of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3, Canada. 6. Starting date May-September '88 or when suitable person is available for tenured position. 7. Deadline: When position filled.

UNIVERSITY OF REGINA. Department of Computer Science. Title of Position: Assistant Professor. Qualifications Required: Applications are invited for a faculty position in the Computer Science Department at the University of Regina. The Department is seeking individuals with expertise in Database, Operating Systems, Computer Graphics or Computer Systems, but applicants with other active interests will also be considered. Eligibility: In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The Department: The Computer Science Department presently has twelve full-time faculty members, four laboratory instructors, two technicians and approximately 2000 students/semester enrolled in its classes. Current faculty interests include: Expert Systems, Modelling, Interactive Graphics, Software Engineering, Document Retrieval, Database Management Systems, Artificial Intelligence, Theory of Computing, Mathematical Software, Business Systems, Performance Measurement and Computer Assisted Instruction. The Department has six computing laboratories containing a variety of PDP-11, VAX, SUN and IRIS minicomputers for instructional and research activities. The Computer Centre provides a network of VAX and IBM computers as well as several microcomputer labs. Salary Offered: Salary negotiable according to qualifications and experience. Deadline for Applications: Applications should be received no later than 01 June 1988. Person to whom Applications should be addressed: Dr. R.B. Maguire, Head, Department of Computer Science, University of Regina, Regina, Saskatchewan S4S 0A2. Effective Date of Appointment: July 1, 1988.

UNIVERSITY OF WATERLOO. Department of Computer Science. The Department of Computer Science at the University of Waterloo comprises 40 full-time faculty members engaged in research and teaching activities. The government of the Province of Ontario has awarded a five-year (renewable) centre of excellence in information technology to the University of Waterloo and the University of Toronto (with participation from Queen's University and the University of Western Ontario). The Department of Computer Science and the Institute for Computer Research are housed in the William G. Davis Computer Research Centre, a new building with 300,000 sq.ft. dedicated to computer research laboratories. The University of Waterloo invites applications for faculty positions in Computer Science. A Ph.D. in computer science is required, with evidence of outstanding research accomplishment or potential. All areas will be considered; candidates with research interests in artificial intelligence, hardware and software systems, or symbolic computation are strongly encouraged. Salary is commensurate with experience. Applications from women candidates and recent Ph.D. graduates are particularly welcome. Inquiries should include a curriculum vitae and the names of three references and should be directed to the chairman. Prof. John A. Brzozowski, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents.

COMPUTER SCIENCE & ENGINEERING

THE UNIVERSITY OF WATERLOO. Research Associates and Definite Term Faculty. The Ontario government has recently awarded a centre of excellence in Information Technology to the University of Waterloo and the University of Toronto (with the participation of Queen's University and the University of Western Ontario). Research Associates and Definite Term Faculty positions are available at the University of Waterloo in all areas of Computer Science and Electrical Engineering relevant to Information Technology. Applications should be sent to either: Professor J.A. Brzozowski, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; or, Professor J.W. Mark, Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University encourages both women and men to apply.

DENTISTRY

UNIVERSITY OF ALBERTA. Faculty of Dentistry. Applications are invited for a full-time tenure-stream academic position in the Division of Pediatric Dentistry, Department of Stomatology. The position will be effective as of July 1, 1988. General activities include teaching in preclinical and clinical predoctoral courses and involvement in the University Hospital program. The position also requires a demonstrated interest and pursuit of scholarly and research activity. Intramural private practice facilities are available. Applicants should be eligible for licensure in dentistry in the province. Rank and salary are commensurate with education and experience of an Assistant Professor ($31,612 - $45,340) or Associate Professor ($39,629 - $57,236). In accordance with the Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. Send application including a curriculum vitae and the names of three referees, no later than April 30, 1988 to: Dr. C.G. Baker, Chairman, Department of Stomatology, University of Alberta, Edmonton, Alberta T6G 2N8.

DRAMA

QUEEN'S UNIVERSITY. Drama. Applications are invited for a tenure-stream position at the Assistant Professor level in Drama for September 1, 1988. The Ph.D. (completed or near completion) and continuing research activity and scholarship are required of applicants. University teaching and some publication and/or professional theatre experience are preferred. The successful candidate may be required to teach a combination of a general introductory course on theatre, an introductory technical course, and an advanced course in design and lighting. There might also be opportunity to supervise senior individual projects in technical theatre and undertake the direction of a major production. The successful candidate will be required to assume the duties of the Technical Director of the Department. This entails overseeing all production work, which at this time, includes two major productions, numerous workshop ventures and a student run experimental theatre season. Men and women are encouraged to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and the names of three referees should be sent to: Professor David E. Kemp, Head of Department of Drama, Queen's University, Kingston, Ontario K7L 3N6. Deadline for applications May 15, 1988.

ECONOMICS

BISHOP'S UNIVERSITY. The Department of Economics, Bishop's University, invites applications for a probationary tenure-stream appointment at the Assistant Professor level (subject to budgetary approval), commencing July 1st, 1988. Candidates are expected to have a Ph.D. degree in Economics, and preferably to have had some previous teaching experience at the university level. The successful candidate will be expected to teach three undergraduate courses per semester from among the following areas: Industrial Organization, Money and Banking, Introductory, and Intermediate Microeconomics and Macroeconomics. The salary floor for 1987-88 (under review) is $30,093. Please arrange for your application, curriculum vitae, and three letters of reference to be sent to: Miss C. Wark, University Secretary, Bishop's University, Lennoxville, Quebec, J1M 1Z7. The post commences on July 1, 1988 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

EDUCATION

McGILL UNIVERSITY. Department of Educational Psychology and Counselling. Applications are invited for a new tenure-track position at the assistant or associate professor level beginning September 1, 1988. The successful applicant will possess a doctorate in Counselling Psychology. Some clinical experience is desirable. The position requires demonstrated competence in research, and prevalent research methodologies, and a major commitment to this aspect of academic life. Responsibilities are to teach courses in counselling and research design and supervise advanced degree theses. Some supervision of masters and doctoral fieldwork is required. Salary and rank: Assistant professor from $33,997 to Associate professor at $39,620. (base). Academic rank and salary will be commensurate with experience, research record, and professional promise. McGill is an equal opportunity employer. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Deadline: June 15th. 1988. Applicants should submit a curriculum vitae, evidence of research productivity and/or potential, and three letters of recommendation to Prof. Socrates Rapagna, Chair, Department of Educational Psychology and Counselling, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec, H3A 1Y2.

LAKEHEAD UNIVERSITY. Faculty of Education invites applications for two tenure track appointments effective 1 July 1988 in: 1) Curriculum and Instruction in Secondary English Education, and 2) Curriculum and Instruction in Visual Arts Education. Candidates should hold a doctorate in the appropriate academic area. Visual Arts candidates should include appropriate background experiences at the elementary and/or secondary levels. Candidates must hold a teaching certificate, have relevant teaching experience, and provide a record of research and scholarly activity. Duties will include an appropriate combination of undergraduate and graduate teaching/student supervision, and research and scholarship. Some off-campus teaching may be required, as well as distance education delivery. Rank and salary will be commensurate with qualifications and experience. These appointments are subject to final budgetary approval. Send curriculum vitae and the names of three referees to: Dr. Dianne Common, Dean of Professional Studies, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

THE UNIVERSITY OF ALBERTA. Faculty of Education - Department of Educational Psychology. The David Peikoff Chair of Deafness Studies has been established within the Faculty of Education at the University of Alberta. The intent of this Chair is: to enhance the learning/study environment available to graduate students in the preparation program for teachers of the Hearing Impaired in the Department of Educational Psychology; to provide colleagues in the university and community, interested in deafness and hearing impairment, with access to expertise in this field; to undertake and sustain a major integrative research program which links research to educational/teaching needs of deaf and hard of hearing. The chairholder is expected to help attain these intentions by conducting research and teaching at least one course per term. Persons applying for this Chair should be highly qualified professionals within their respective disciplines. Applicants should be eminent scholars and/or practitioners in any university discipline and must possess specialized knowledge related to and/or experience in deafness/hearing impairment. Applications for the Chair should be submitted by June 30, 1988, and should include a proposal describing the academic and scholarly activities for the period of the appointment, as well as a curriculum vitae and the names and addresses of three referees. The period of appointment will be of fixed term from one to five years with the possibility of renewal upon application; the salary will be at the Full Professor rank (currently, the floor for this rank is 50,630). The appointment will begin after September 1, 1988, at a mutually agreeable date to the appointee and the University of Alberta. Persons who are interested in applying for this Chair, but who will not be available until 1990, or later, are strongly encouraged to write a letter indicating such interest. The University of Alberta is committed to the principle of equity in employment. Applications should be forwarded to, and further information can be obtained from: Dr. E.W. Romaniuk, Chairman, Department of Educational Psychology, University of Alberta, 6-102 Education North, Edmonton, Alberta, Canada, T6G 2G5.

UNIVERSITE DE LA SASKATCHEWAN, Saskatoon, Saskatchewan. **Département de "Curriculum Studies".** Nous sollicitons des candidatures pour deux postes au sein de notre programme de formation des maîtres pour l'enseignement en immersion française. Les deux postes sont assujettis à une confirmation budgétaire. Domaine de Spécialisation: Poste I: Enseignement des maths et des sciences; Poste II: Enseignement du français langue seconde à l'élémentaire et au secondaire, Enseignement de la lecture et de la langue en immersion française Les candidats retenus pourront se voir confier, en plus, un ou deux des cours suivants: principes directeurs de l'enseignement, Introduction à l'enseignement et l'Enseignement des sciences humaines Exigences: Minimum Maîtrise en Education; Expérience dans l'enseignement à l'élémentaire et au secondaire; Bilingue: français anglais. Durée de Fonction: Du 1er septembre 1988 au 30 juin 1989. Traitement: Selon les titres et l'expérience. Les candidatures seront reçues jusqu'au 30 avril 1988. Les candidats sont priés de soumettre leur curriculum vitae et de demander à trois répondants d'envoyer des lettres de recommandation au: Dr. Jack Hope, Chef du Département de "Curriculum Studies", Collège d'Education, Université de la Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents.

ENGINEERING

McGILL UNIVERSITY. Department of Electrical Engineering. Posts at the level of Professional Associate are available in the VLSI Laboratory of the Department of Electrical Engineering. One requires sufficient experience with UNIX, TCPIP and networking to manage a computer system based on a network of Sun's and micro Vax's. The other involves the support and development of an advanced package of CAD tools for VLSI circuit design. Qualifications include at least a Bachelor's degree in Electrical Engineering or Computer Science and at least two years' of relevant experience. In conformity with Canada's Immigration laws this advertisement is directed in the first instance to Canadians and Landed Immigrants. Enquiries should be sent to: Professor N.C. Rumin, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal PQ H3A 2A7; Tel: (514)398-7120.

McGILL UNIVERSITY. Professional Position. An opening exists in the VLSI Design Laboratory of the Department of Electrical Engineering for a professional associate to assume the responsibility for custom-integrated circuit design. Candidates must have a MEng degree and a minimum of two years' industrial experience in CMOS custom IC design using the SDA CAD tools. Duties include supervision of graduate student designs and maintenance of the design tools. In accordance with Quebec and Canadian Immigration requirements this advertisement is directed at Canadian citizens and permanent residents in the first instance. Applications together with a detailed curriculum vitae should be sent to: Professor N.C. Rumin, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, PQ H3A 2A7.

THE UNIVERSITY OF BRITISH COLUMBIA invites applications at the assistant/junior associate professor level in all areas of electrical, electronic and computer engineering. In addition to some departmental positions, several recently established collaborative positions now exist; including in biosensors, computer communications, and in the Centre for Integrated Computer Systems Research which includes signal processing/VLSI/microelectronics, robotics/telecontrol, and computer systems/computer applications. A Ph.D. is required. Industrial experience would be an asset. Successful applicants will be expected to vigorously pursue research and to teach at the undergraduate and graduate levels. Salary is commensurate with qualifications and experience. Applications will be considered until positions are filled, although a practical cut-off date for September 1988 is May 31, 1988. To apply, send curriculum vitae, reprints of published papers, names of at least three references and citizenship/immigration status to Dr. R. W. Donaldson, Head, Department of Electrical Engineering, University of British Columbia, Vancouver, B.C., Canada, V6T 1W5. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. In accordance with the Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

CARLETON UNIVERSITY. Electrical Engineering/Electronics. Due to grant applications pending, the Department of Electronics, Carleton University, expects to have a number of positions available beginning in the 1988/89 academic year, for a concentrated effort in the area of CAD for VLSI. These will include: 1) A senior faculty member/researcher, familiar with industrial practice in CAD in integrated circuit technology. The group focus will be on integrated IC design environments, combining digital and analog, leading to actual circuit realization; 2) A junior faculty member/researcher; 3) One or more research engineers with software and/or VLSI design experience. For faculty appointments, applicants should hold a Ph.D. degree in engineering or equivalent, with appropriate experience. Duties will include both teaching and research. Membership, or eligibility for membership, in a Canadian professional engineers' association is preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada in the first instance. Applications, including curriculum vitae and names of three referees, should be addressed to Professor M. A. Copeland, Chairman, Department of Electronics, Carleton University, Ottawa, Ontario, K1S 5B6. Salary, rank and tenure arrangements will be commensurate with qualifications and subject to budgetary approval. Applications are welcomed from qualified women as well as from qualified men.

CARLETON UNIVERSITY. Electrical Engineering - Department of Systems and Computer Engineering. Applicants are invited for a research term position, conducting advanced research in the area of digital transmission and related signal processing, with application to narrowband and broadband ISDN. The position is made available by the Department's participating in the Ontario Centre of Excellence in Communications and the Telecommunications Research Institute of Ontario (TRIO). Applicants should have a Ph.D. degree and a strong background in the research areas indicated. Membership, or eligibility for membership, in a Canadian professional engineering association is preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents, however, others may be eligible. Applications from qualified women, as well as from qualified men, are welcome. This position is subject to budgetary approval. Send a curriculum vitae and names of references to: Dr. D.D. Falconer, Department of Systems and Computer Engineering, Carleton University, Ottawa, Canada, K1S 5B6.

UNIVERSITY OF TORONTO. The Department of Industrial Engineering at the University of Toronto invites applications for a two year research position as a Research Associate in the field of electronic systems manufacturing including the fabrication of VLSI circuits. The position is initially for a period of two years but is likely to continue subject to the availability of funding. The applicant must have a Ph.D. in Industrial or Electrical engineering specializing in the areas of production scheduling and/or systems control. The candidate must be fully conversant in the fields of production control and quality control of VLSI wafer fabrication and will be expected to carry out modelling, simulation, and manufacturing control studies for the efficient operation of such facilities. Experience in the electronics manufacturing industry will be considered an important asset. Interested applicants should submit a curriculum vitae and names of three references to: Professor E.E. Pickell, Department of Industrial Engineering, University of Toronto, Toronto, Ontario, M5S 1A4 Closing date for receipt of application is April 30, 1988. Salary range is negotiable depending on qualifications. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. The University encourages both women and men to apply

UNIVERSITY OF BRITISH COLUMBIA. Department of Mining and Mineral Process Engineering. Applicants are invited for a Temporary Research Associate position in the area of Rheology of Mineral Suspensions for the period October 1, 1988 to October 31, 1989. The successful candidate is expected to have a Ph.D. in colloid chemistry and to have research experience in the area of the rheology of disperse systems related to mineral processing. Apply in writing before May 15, 1988, enclosing a curriculum vitae, names and addresses of at least three referees and a summary of your research interests to Professor J.S. Laskowski, Department of Mining and Mineral Process Engineering, The University of British Columbia, 6350 Stores Road, Vancouver, B.C. V6T 1W5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada. The University of British Columbia offers equal opportunity to qualified male and female candidates. This position is subject to final budget approval.

McGILL UNIVERSITY. Department of Mechanical Engineering. Applications are invited for a tenure-track appointment in the area of AUTOMATIC CONTROL at the Assistant Professor level. Applicants should hold a Ph.D. and have a strong research interest in the areas of Adaptive Control, Robotics and Manufacturing. The successful candidate will be required to interact with existing research groups in Robot Dynamics and Process Control, and generate collaborative research projects with industry. Responsibilities will include teaching of undergraduate and graduate courses in the areas of Dynamics, Control; and Instrumentation. Starting salary will be commensurate with qualifications and will be in the range of $34,000 to $39,620. The expected date of appointment is 1st September 1988. Conforming with the regulations of Immigration Canada, this advertisement is directed to Canadian citizens and permanent residents only. A detailed curriculum vitae, a statement of research interests and teaching experience, and the names of three referees should be sent to: Professor A.M. Ahmed, Chairman, Department of Mechanical Engineering, McGill University, 817 Sherbrooke St. W. Montreal, Quebec, H3A 2K6.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Metallurgical Engineering. Applications are invited for a tenure track faculty position at the assistant or associate professor level to teach undergraduate and graduate courses in Metallurgical Engineering. The successful candidate will also be expected to pursue a vigourous research program. Industrial and teaching experience, especially in chemical, process or welding metallurgy are desirable. Send application, including curriculum vitae and names of three referees to: Dr. L.A Adorjan, Head, Mining and Metallurgical Engineering Department, Technical University of Nova Scotia, Halifax, Nova Scotia, B3J 2X4 In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF MANITOBA. The Department of Electrical Engineering, at the University of Manitoba is accepting applications for tenure track faculty positions in Computer Engineering Rank and salary are open and commensurate with qualifications and experience. Duties include undergraduate and graduate teaching, significant research activities, graduate thesis supervision and some administrative duties. The department offers two B Sc. degree programs: Electrical Engineering and Computer Engineering, with yearly enrollments of 80 and 40 respectively, in each four-year degree program. It has a typical enrollment of 120 graduate students working for M.Eng., M.Sc. and Ph.D. degrees. Currently there are twenty-six (26) full time faculty members and sixteen (16) adjunct professors. The candidates must have a doctorate (or equivalent) in Electrical or Computer Engineering, or Computer Science with a demonstrated interest in teaching and research in Computer Engineering. Preferred research areas include Computer Architecture, Artificial Intelligence and Software Engineering. Both men and women are encouraged to apply In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Resumes, including the names and addresses of three references, should be addressed to. Dr. L. Shafai, Head, Department of Electrical Engineering, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. The closing date for receipt of applications is June 15, 1988

UNIVERSITY OF WATERLOO. Electrical Engineering. The Department of Electrical Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in these areas: communications, high voltage insulation and microwave integrated circuits. The level of the appointments and salary will be commensurate with the qualifications of the candidate. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates appointed as Assistant Professors wherever possible. The candidate must have a doctoral degree and a strong commitment to research and teaching Candidates should send their resume to. Dr Ian F. Blake, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome.

UNIVERSITY OF WATERLOO. Mechanical Engineering. Applications are being accepted for a tenure-track position of manufacturing processes, with emphasis on deformation processes for metals and/or non-metals. Expertise in the lubrication aspects of these processes would be valuable. Candidates will be expected to teach both undergraduate and graduate courses, as well as carry out and direct research in materials processing. A breadth of industrial experience would be particularly useful. The Department includes faculty with both mterials and mechanical engineering backgrounds, and is involved in both the Ontario Centre for Materials Research and the Manufacturing Research Corporation of Ontario. Salary will be commensurate with experience and qualifications. A detailed curriculum vitae and the names of three referees should be sent to: Professor H.W Kerr, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Phone (519) 885-1211 Ext. 3470. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. It is the intention of the University of Waterloo to fill its vacancies with assistant professors wherever possible.

UNIVERSITY OF WATERLOO. Systems Design Engineering. Applications are invited for one or possibly two (subject to availability of funds) tenure-track faculty positions, preferably at Assistant Professor level. The candidate for the first position should possess a Ph.D. having an emphasis in the area of Ergonomics, Human Factors or Human Systems Engineering but with a strong background in other Systems Engineering fields. The candidate for the second position should possess a Ph.D. in Systems Engineering and Information Technology with a background in probabilistic modelling. Successful candidates will be expected to teach both undergraduate and graduate courses, supervise graduate students, and establish and maintain an active research program. Applications with complete curriculum vitae and the names of three referees should be sent to Prof. M. Chandrashekar, Chairman, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Although this advertisement is directed to Canadian citizens and permanent residents, other qualified candidates are also encouraged to apply. Applications from women candidates are particularly welcome.

SIMON FRASER UNIVERSITY. School of Engineering Science. We invite applications for tenure-track faculty positions in VLSI Electronics. In addition to dedication to teaching at both the graduate and undergraduate level, candidates should have an outstanding research potential and demonstrated research capability in one or more of the following areas: design of analog and digital integrated circuits; fabrication of semiconductor devices including sensors and integrated circuits; solid state technology development; VLSI system design, modelling, simulation and verification; CAD software; and emerging VLSI materials and devices Outstanding candidates will be eligible for fellowships in B.C.'s Advanced Systems Institute. This honor carries with it a substantial research grant. Engineering Science provides an exciting educational environment demanding high academic standards of its students. Local industry offers many opportunities for faculty research. Strong industrial links are already characteristic of the program and new faculty members are encouraged to develop their own joint ventures This academic environment is balanced by the natural and cultural ambience of one of the most attractive cities in North America. Moreover, the university itself enjoys a spectacular mountaintop setting, a short drive from downtown Vancouver. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applications from candidates not presently eligible for employment in Canada are welcomed but consideration of such candidates must be deferred until a Canadian search is complete. Positions are subject to budgetary authorization. To apply, send a curriculum vitae and the names of three references to Dr. Donald A. George, Director, School of Engineering Science, Simon Fraser University, Burnaby B.C. V5A 1S6, Canada.

QUEEN'S UNIVERSITY. Department of Mechanical Engineering. Applications are invited for a tenure-track position in the field of Mechanical Design. The appointment, which is renewable, is for an initial three-year term, with a preferred starting date of 1 August 1988. Responsibilities will include undergraduate instruction in Machine Design, both at the component level and on the major project course, instruction in the related areas of manufacturing, solid mechanics and materials, research in the design of devices and products, and participation in Departmental administrative and curriculum work. Relevant current research activity in the Department exists in the fields of Manufacturing and Design, and Biomechanical Engineering Significant industrial experience and a Ph.D are desirable. Experience in teaching and in computer-aided design would be additional assets. Applicants are expected to have a demonstrated capacity for independent research. Candidates of either sex are equally encouraged to apply In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including a detailed curriculum vitae and the names of three referees, should be sent before 15 May 1988 to: Dr. C.N Kerr, Head, Department of Mechanical Engineering, Queen's University, Kingston, Ont K7L 3N6, Tel. (613) 545-2585.

ENGLISH

McGILL UNIVERSITY. The Department of English, McGill University, seeks applications for a nine month sessional appointment to begin September 1988. Applicants should be prepared to teach in at least two of the following areas: film studies, television studies, popular culture, theoretical and critical approaches to communication study. Ph.D. and teaching experience preferred. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Letter of application, c.v., and three letters of recommendation should be sent to Professor Leanore Lieblein, Acting Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T6. Deadline: April 30, 1988. McGill University is an equal opportunity employer

McMASTER UNIVERSITY. The Department of English of McMaster University invites applications for a one-year, replacement appointment at the junior, Assistant Professor level, in the area of eighteenth-century literature This appointment may be renewable for a second year. Requirements are a Ph.D. The minimum salary for an Assistant Professor in 1887-88 is $29,491. Applications, including curriculum vitae, and letters sent by three academic referees, should be addressed to: Dr. L.A Braswell-Means, Chairman, Department of English, Chester New Hall 321, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L9. The appointment, subject to final budgetary approval, will be effective on July 1, 1988. Applications will be accepted until the appointment is filled. Candidates who have applied for our earlier, advertised position can be considered upon request. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

UNIVERSITY OF NEW BRUNSWICK. The Department of English in The University of New Brunswick hereby invites applications for the position of Sessional Lecturer at the rank of Assistant Professor for a one-year terminal appointment: this position is subject to budgetary approval and, if approved, will commence on 1 July 1988. Candidates must hold the Ph.D., must have teaching experience, and should be actively interested in research. The successful candidate will teach introductory courses. Those interested should forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Professor Roger Ploude, Chairman, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3, and should ask three referees to forward confidential letters of reference. Closing date for applications; 1 May 1988. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and landed immigrants

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Applications are invited for a sabbatical replacement appointment in English in the Division of Humanities and Languages for 1988-1989. subject to budgetary approval Ph.D and teaching experience are desirable Candidates must be able to teach a variety of introductory and specialized undergraduate courses, including literary criticism. Salary commensurate with qualifications and experience Send letter of application with curriculum vitae and names of three referees to Dr Peter McGahan, Dean of Faculty, University of New Brunswick, P O. Box 5050, Saint John, N.B E2L 4L5. Closing date when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. The Department of English, University of Saskatchewan, invites applications for one ten-month (leave-replacement) appointment, at the rank of Instructor, from 1 September 1988 through 30 June 1989 Duties will probably be to teach three first-year classes. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. Apply to: Dr. P T Millard, Chairperson, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

FAMILY STUDIES

UNIVERSITY OF ALBERTA. The Department of Family Studies at the University of Alberta's Faculty of Home Economics invites applications for a full-time, eight month term, (September 1988-April 1989) appointment with a salary range of $17,195 - $24,952 for the appointment term. Teaching responsibilities include two undergraduate courses (Developing Relationships, Family Life Education) and one graduate course (either Family Crisis or Human Sexuality in Family Life Education). Candidates should have teaching experience in these areas and a Ph D. Applications will be accepted until May 31, 1988 Please send CV and names of two referees to Dr. Jason Montgomery, 801 General Services Building, University of Alberta, Edmonton, Alberta T6G 2H1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment.

FINE ARTS

UNIVERSITY OF PRINCE EDWARD ISLAND. Fine Arts. 1. Applications are invited for a full-time three year contract. Position to be formally reviewed by third year. 2. Ph.D preferred with teaching experience and a broad preparation in Art History. 3. The appointee will be expected to: (1) teach in a Fine Arts program with an Art History core; (2) develop the curriculum within the guidelines of a recent five-year plan; (3) assume the duties of Chairperson. 4 Salary commensurate with qualifications and experience. Subject to budgetary approval. 5. Send application and curriculum vitae with the names of three referees to Professor Verner Smitheram, Dean of Arts, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3 6 Appointment effective July 1, 1988 (subject to budgetary approval). 7 Applications will be accepted until position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FRENCH

WILFRID LAURIER UNIVERSITY. Department of French. Applications are invited for a one-year sabbatical replacement beginning July 1, 1988. Applicants must be highly fluent in French. They should preferably have a doctorate degree and have a proven ability to teach French as a second language. Applications, containing a complete curriculum vitae and the names of three referees, should be sent to the Chairman, Department of French Language and Literature, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Candidates are informed that Wilfrid Laurier University is implementing steps to become a smoke free environment.

UNIVERSITY OF NEW BRUNSWICK. French. Sessional Position July 3 - 29, 1988, University of New Brunswick Summer Immersion Programme at Tracadie, N.B. One FSL professor with qualifications and experience in the communicative (notional/functional) approach to teach year-credit course at advanced university level. Experience in immersion programmes needed. Stipend: $5,000. plus travel expenses. Apply to: Dr. Dale McIntyre, Chairman, Department of French, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 6E3.

UNIVERSITE DU NOUVEAU-BRUNSWICK. Français. Poste de cours d'été (3 - 29 juillet 1988) à Tracadie, N.B., offert par l'Université du Nouveau-Brunswick. Un poste de professeur (français langue seconde) avec formation et expérience dans l'approche communicative, pour enseigner un cours complet au niveau avancé. Expérience dans les programmes d'immersion obligatoire. Traitement: $5,000. plus frais de voyage. S'adresser à D.F.G. McIntyre, Directeur, Département d'études françaises, Université du Nouveau-Brunswick, C.P. 4400, Fredericton (N.-B.) E3B 6E3

GEOGRAPHY

THE UNIVERSITY OF WINDSOR. Department of Geography. Climatologist/Hydrologist: Applications are sought for a one year, limited-term appointment, starting July 1, 1988. The position requires teaching an introductory level meteorology/climatology course as well as advanced courses in climatology and related specialties. The Ph.D. is desirable as well as demonstrated expertise in hydroclimatology and an interest in the Great Lakes. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified female and male applicants. Applicants should submit curriculum vitae and request letters from three referees to the undersigned. The closing date for applications is May 15, 1988. Ihor Stebelsky, Head, Department of Geography, University of Windsor, Windsor, Ontario, N9B 3P4; (519) 253-4232 ext. 2171.

CARLETON UNIVERSITY. The Department of Geography wishes to fill two half-time Instructor positions. The appointments will be made for a one-year period commencing July 1, 1988. The minimum qualifications for these positions are a completed Masters Degree in Geography, previous experience as a teaching assistant, and familiarity with the classroom use of microcomputers. Appointments will be made at the Instructor I level. One position involves laboratory instruction in physical geography, the other involves laboratory instruction in human geography and geographical techniques. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The availability of each position is subject to budgetary approval. Applications should include a curriculum vitae and names of three referees. Women and men are equally encouraged to apply. Closing date May 15, 1988. Apply to: Dr. Iain Wallace, Chair, Department of Geography, Carleton University, Ottawa, Ontario K1S 5B6.

GEOLOGY

McGILL UNIVERSITY. Invertebrate Paleontologist. Redpath Museum, in cooperation with the Department of Geological Sciences, McGill University, seeks to sponsor a qualified applicant (Ph.D.) for a NSERC University Research Fellowship. (Eligibility is limited to Canadian Citizens and Landed Immigrants). These 5-year awards (renewable) carry the salary of Assistant Professor as well as grant support for research. We are looking for a vigorous, research-oriented paleobiologist. The museum is affiliated with McGill's large and active Department of Geological Sciences and the successful applicant may expect to teach in his or her field of expertise. Send CV, representative reprints and 3 letters of reference by July 31, 1988 to Dr R.L. Carroll, Redpath Museum, McGill University, 859 Sherbrooke St. W., Montreal, Canada, H3A 2K6

UNIVERSITY OF ALBERTA. Department of Geology. Visiting Assistant Professor in Mineralogy-Petrology. Preference will be given to applicants who have a strong publication record in quantitative or experimental aspects of the subject. A Ph.D is required and the successful candidate will be expected to teach and carry out a research program. The department has facilities for a full range of modern mineralogical and petrological research, including experimental petrology. The position is for two years starting September 1988, with the possibility of continuation dependent on faculty requirements. The 12-month salary will be in the range of $31,612-45,340/annum. Applications should be sent before June 1, 1988 to N.W. Rutter (Chairman), Department of Geology, University of Alberta, Edmonton, Alberta, Canada T6G 2E3. The University of Alberta is committed to the principle of equity in employment but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of Geology. Subject of Approval by the University: The Department of Geology, University of Alberta, Edmonton, Alberta, Canada is seeking a faculty member with a Ph.D. degree for a tenurable position in one or more of the following areas: 1. Physics and Chemistry of Minerals. The applicant should have a strong background in crystallography, experimental mineralogy or techniques at high pressure and temperature; 2. Applied Mineralogy. The applicant should have relevant skills in modern analytical techniques and a knowledge of industrial uses of minerals; 3. Clay Mineralogy. The applicant should have a strong background in clastic diagenesis and reservoir geology. We expect the successful applicant to teach courses in appropriate subjects at the graduate and undergraduate levels, to develop a vigorous program of research and to supervise M.Sc. and Ph.D. students. The Department of Geology has a wide range of analytical equipment including a new 300 kbar multiple anvil press. Edmonton is ideally situated for collaborative work with industry and government. The position is at the Assistant Professor level ($31,612 to $45,340) and is available beginning September 1988. Applicants should forward a curriculum vitae with education and work experience, arrange to have three letters of reference sent, and provide a brief statement of teaching and research interests. Applications should arrive before June 30, 1988 to Dr. N.W. Rutter (Chairman), Department of Geology, University of Alberta, Edmonton, Alberta, Canada T6G 2E3. The University of Alberta is committed to the principle of equity in employment but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GERONTOLOGY

SIMON FRASER UNIVERSITY. GERONTOLOGY DIPLOMA PROGRAM. Applicants are invited for a one-year limited term appointment at the Assistant Professor level beginning Sept. 1, 1988 or Jan. 1, 1989. Teaching duties will involve undergraduate instruction in four one-semester courses over the academic year. The courses will include: Introduction to Gerontology, Seminar in Applied Gerontology, and two special topics courses to be proposed by the applicants. The successful applicant will have access to the Gerontology Research Centre resources and will be encouraged to engage in research. There is a possibility of a continuing appointment with the Research Centre. The Program is seeking applicants with a Ph.D. and specialization in Gerontology. Send curriculum vitae, statement of teaching and research interests, copies of recent publications and names of three references, along with special topics course outlines and readings for a 13 week semester, to: Dr. Gloria Gutman, Coordinator, Gerontology Diploma Program, Simon Fraser University, Burnaby, BC V5A 1S6; 604-291-3593. Deadline: This position will remain open until it is filled. We will also consider visiting professors on sabbatical for this position. In accordance with Cnadian Immigration requirements, this advertisement is directed to Canadian citizens, permanent residents and individuals with valid work permits.

GROUNDWATER RESEARCH

UNIVERSITY OF WATERLOO. Waterloo Centre for Groundwater Research (A Centre of Excellence funded by the Government of Ontario.) Applications are being accepted for a position at a Research professorial rank. Qualifications include a PhD and experience in aspects of groundwater contamination microbiology/biochemistry. The candidate will work with a multidisciplinary team on aspects of organic contaminant biodegradation and biotransformation and will be expected to establish an independent research program in related areas. Some teaching may be required. Salary and rank will be commensurate with experience and qualifications. Send a complete curriculum vitae and the names and addresses of three referees to Dr. C.I. Mayfield, Department of Biology, University of Waterloo, Waterloo, Ontario, N2L 3G1. The term of this appointment is 5 years contingent upon continued funding. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment is July 1st, 1988. Closing date for receipt of applications will be when filled. Applications from women candidates are particularly welcome.

HISTORY

LAKEHEAD UNIVERSITY, Department of History invites applications for an appointment as a Visiting Professor of Canadian History for the 1988/89 academic year. The appointee should have considerable teaching and research experience and would be expected to teach at least one senior level undergraduate course and assist in the development of the graduate program. Expertise in the history of Northern Ontario, the fur trade, or other regional history would be preferred. This position may be of interest to a sabbaticant. Post doctoral fellows also may be considered for a term appointment. Please send curriculum vitae and the names of three references to Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. An Equal Opportunity Employer.

UNIVERSITY OF MANITOBA. The Department of History invites applications for two nine-month sessional positions at the rank of lecturer (September 1, 1988 to May 31, 1989). One position is in native Canadian and general Canadian history. The second position involves teaching western civilization and contemporary world history. Completed Ph.D. and teaching experience are required. Salary: $22,500.00. Both women and men are encouraged to apply. In accordance with Canadian Immigration, this advertisement is directed to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference are sent to Professor E.C. Moulton, Head, Department of History, University of Manitoba, Winnipeg, Manitoba R3T 2N2. The closing date for applications is May 2, 1988.

UNIVERSITY OF NEW BRUNSWICK. The Department of History of the University of New Brunswick invites applications for a probationary position, at the level of Assistant Professor, in the field of Canadian history. The position is subject to budgetary approval. While the area of specialization within the Canadian field is open, the successful applicant will be expected to teach both at the undergraduate and graduate levels and to participate in the editing of the journal **Acadiensis**. The appointee must have a completed Ph.D. and be an active publishing scholar. Applicants should send a C.V. and request three referees to write to Dr. Stephen E. Patterson, Chairman, Department of History, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications and letters must be received by May 1, 1988. This advertisement is directed to both women and men. In accordance with Canadian Immigration requirements, priority must be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF SASKATCHEWAN. History. Applications are invited for a ten-month appointment in Modern European history, specialization in the Nineteenth and Twentieth Centuries, to begin 1 September 1988. Rank: Instructor; current salary: $19,162. Ph.D. and teaching experience preferred. Applicants should send curriculum vitae and have three letters of recommendation sent to Christopher Kent, Head, Department of History, University of Saskatchewan, Saskatoon, Sask., S7N 0W0. The closing date for applications is 30 April 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. History. Applications are invited for a ten-month appointment in Canadian history, specialization in Western Canada, to begin 1 September 1988. Rank: Instructor; current salary: $19,162. Ph.D. and teaching experience preferred. Applicants should send curriculum vitae and have three letters of recommendation sent to Christopher Kent, Head, Department of History, University of Saskatchewan, Saskatoon, Sask., S7N 0W0. The closing date for applications is 30 April 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINDSOR - Windsor. Applications are invited for a one-year limited term position in Modern European or Modern British History at the lecturer level (closing date April 30, 1988). Applications accompanied by a full curriculum vitae and three letters of reference, should be sent to: Dr. David M. Klinck, Head, Department of History, University of Windsor, Windsor, Ontario, Canada N9B 3P4. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal employment opportunities to qualified male and female applicants.

HORTICULTURAL SCIENCE

UNIVERSITY OF GUELPH. The Department of Horticultural Science, University of Guelph, invites applications for a tenure-track faculty position at the Assistant Professor level in Plant Physiology. Preference will be given to candidates with specialization in stress physiology. The successful applicant will be expected to establish a strong, independent research program involving one or more horticultural species, to supervise graduate students and to participate in the Departmental undergraduate and graduate teaching programs. Salary will be commensurate with qualifications and experience. Applications including a curriculum vitae, a statement of research interests and the names of three referees should be sent to Dr. J.E. Thompson, Chairman, Department of Horticultural Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. The closing date for receipt of applications is May 31, 1988 or when the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to final budgetary approval. The University of Guelph is committed to Employment Equity.

UNIVERSITY OF GUELPH. The Department of Horticultural Science, University of Guelph, invites applications for a tenure-track faculty position at the Assistant Professor level in its Plant Tissue Culture Program. Applicants with training in plant genetics, plant biochemistry/molecular biology, plant physiology, or plant pathology who have experience in working with tissue culture systems and a working knowledge of cell transformation, regeneration and micropropagation techniques will be given serious consideration. The successful applicant will be expected to establish a strong, independent research program involving one or more horticultural species, to supervise graduate students, to participate in the Departmental undergraduate and graduate teaching programs and to interact with the horticultural industry. Salary will be commensurate with qualifications and experience. Applications including a curriculum vitae, a statement of research interests and the names of three referees should be sent to Dr. J.E. Thompson, Chairman, Department of Horticultural Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. The closing date for receipt of applications is May 31, 1988 or when the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to final budgetary approval. The University of Guelph is committed to Employment Equity.

UNIVERSITY OF GUELPH. The Department of Horticultural Science, University of Guelph, invites applications for a tenure-track faculty position at the Assistant Professor level in Plant Biotechnology. Preference will be given to candidates with training in plant biochemistry and experience in recombinant DNA technology including the isolation and characterization of plant genes, the synthesis and isolation of cDNA and plant cell transformation. The successful applicant will be expected to establish a strong, independent research program involving one or more horticultural species, to supervise graduate students, to participate in the Departmental undergraduate and graduate teaching programs and to interact with the horticultural industry. Salary will be commensurate with qualifications and experience. Applications including a curriculum vitae, a statement of research interests and the names of three referees should be sent to Dr. J.E. Thompson, Chairman, Department of Horticultural Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. The closing date for receipt of applications is May 31, 1988 or when the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to final budgetary approval. The University of Guelph is committed to Employment Equity.

UNIVERSITY OF GUELPH. The Department of Horticultural Science, University of Guelph, invites applications for a tenure-track faculty position at the Assistant Professor level in Olericulture. Preference will be given to candidates with experience in breeding and management of vegetable crops and with a working knowledge of tissue culture and cell transformation techniques. The successful applicant will be expected to establish a strong, independent research program leading to publications and technology transfer, to foster strong links with the horticultural industry, to supervise graduate students and to participate in the Departmental undergraduate and graduate teaching programs. Salary will be commensurate with qualifications and experience. Applications including a curriculum vitae, a statement of research interests and the names of three referees should be sent to Dr. J.E. Thompson, Chairman, Department of Horticultural Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. The closing date for receipt of applications is May 31, 1988 or when the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to final budgetary approval. The University of Guelph is committed to Employment Equity.

UNIVERSITY OF GUELPH. Postdoctoral Fellow/Research Associate. A position is currently available in the Department of Horticultural Science at the University of Guelph for a postdoctoral fellow. The successful applicant will join a team of researchers studying various aspects of plant-environment interaction with special emphasis on whole plant physiology, water relations and aspects of computer-automated greenhouse environment control. The position is specifically associated with a planned three year study on factors affecting dry matter accumulation in processing tomatoes. Deadline for applications is May 1, 1988. In accordance with Canadian Immigration requirements, this position is directed to Canadian citizens and permanent residents. Salary range with benefits: $24,000-$26,000. Please send applications and/or requests for further information to Dr. Mike Dixon, Department of Horticultural Science, University of Guelph, Guelph, Ontario, N1G 2W1. The University of Guelph is committed to Employment Equity.

JAPANESE

THE UNIVERSITY OF ALBERTA. Japanese. The University of Alberta, Department of East Asian Languages and Literatures, announces one position in Japanese: Sessional Lecturer (half to full-time leave replacement). The candidate should have a native-like fluency in Japanese and possess a University degree preferably in Japanese language, literature or linguistics. Duties will include instruction of all levels of Japanese. The appointment will be from September 1, 1988 through April 30, 1989. The salary will be in the range of $17,195 to $22,000 dependent upon experience and qualifications. Please send resume and three confidential letters of reference to: Dr. Sonja Arntzen, Chair, East Asian Languages and Literatures, Room 400, Arts Building, University of Alberta, Edmonton, Alberta, T6G 2E6, by May 15, 1988. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAW

UNIVERSITY OF ALBERTA. Assistant Professors. The Faculty of Law at the University of Alberta invites applications for two tenure track positions to be filled effective July 1st, 1988. The Faculty is seeking candidates with primary teaching and research interests in the fields of corporate, commercial and property law. A graduate degree or equivalent experience is required. Applications, including curriculum vitae and the names and addresses of three referees may be sent to: Dean Timothy J. Christian, Room 485, Law Centre, University of Alberta, Edmonton, Alberta T6G 2H5. The University of Alberta is committed to the principle of equity in employment, but in accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAW & SOCIETY

YORK UNIVERSITY. Faculty of Arts, Division of Social Science. Applications are invited for a tenure track appointment at the Assistant Professor level commencing July 1, 1989. The division houses an honours B.A. degree program in Law and Society that is affiliated with the Departments of Anthropology, Economics, History, Philosophy, Political Science, Psychology and Sociology. We are interested in a candidate to teach interdisciplinary courses at the undergraduate level that link Law and Social Science disciplines. Candidates must have a Ph.D. degree; a Law degree is useful but not necessary if research and work experience have dealt with law-related aspects of the social sciences, or with the relation of law to the social sciences. Teaching experience, preferably interdisciplinary, and publications are desirable. Please send curriculum vitae and names of three referees by May 15, 1988 to Arthur Siegel, Chair, Division of Social Science, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The availability of this position and its terms are conditional on university approval. In conformity with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equality and women and men are invited to apply.

LIBRARY

YORK UNIVERSITY. Reference Librarian/Steacie Science Library. York University Libraries invite applications for the position of Reference Librarian in Steacie Science Library. The incumbent will participate in and share responsibility for a comprehensive program of academic reference services and the development and maintenance of science collections. The effective integration of information technologies into current library services is an important responsibility. Qualifications: M.L.S. or a recognized equivalent. As undergraduate degree in the physical, biological or mathematical sciences. Professional commitment to the development of a high level of reference/information services and a strong user-orientation. Good oral and written communication skills and the ability to present concepts clearly to all levels of the academic community and library staff. Willingness and ability to work effectively and cooperatively in a committee environment. Ability to contribute to librarianship and scholarship by carrying out professional research and/or scholarly work. Some evening and weekend work is required. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. An entry level position, this is a continuing appointment (tenure) position to be filled at the Assistant Librarian level (1988/89 floor, $27,000) and is included in the York University Faculty Association bargaining unit. Preference will be given to applications received before May 31, 1988. Applications including a current curriculum vitae and the names of two referees should be sent to: Patricia Grieg, Chair, Appointment Committee, 310 Scott Library, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

LIBRARY & INFORMATION SCIENCE

UNIVERSITY OF WESTERN ONTARIO. The School of Library and Information Science, University of Western Ontario, invites applications for a limited term or probationary position with a specialization in cataloging. Applicants should possess a doctoral degree in library and information science, or equivalent. The appointment will be at the assistant professor level and will commence September 1, 1988. Applicants should send their curriculum vitae and the names of three references to Jean Tague, Dean, School of Library and Information Science, University of Western Ontario, London, Ontario, N6G 1H1 before May 1, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The position is subject to budgetary approval. An Equal Opportunity Employer.

MATHEMATICS

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Applications are invited for a leave replacement position in Mathematics for the academic year 1988-89. The successful candidate will have completed a Ph.D. (or be near completion) and have extensive teaching experience. The ability to teach introductory statistics courses would be a definite asset. Duties will include undergraduate teaching and research. Applicants are requested to send an up-to-date C.V. and the names of three referees to: Dr. Peter McGehan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF MANITOBA. The Department of Applied Mathematics invites applications for a tenure track appointment at the rank of Assistant Professor, commencing July 1, 1988. Applicants should hold a Ph.D. degree. Preference will be given to applicants in the areas of numerical analysis, finite elements or nonlinear waves, but other areas of specialization will also be considered. Both men and women are encouraged to apply. In accordance with Canadian Immigration, this advertisement is directed to Canadian citizens and permanent residents. Send application, including curriculum vitae and three letters of reference to: Chairman, Search Committee, Department of Applied Mathematics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Applications will be received until April 30, 1988.

UNIVERSITY OF WATERLOO. Applied Mathematics. Applications are being accepted for the position of Post-Doctoral Fellow, effective in Fall 1988. The duties will consist of research and the teaching of two half-courses. Salary is at NSERC rates plus a stipend for teaching. Applicants are asked to submit their curriculum vitae and to have at least three letters of reference sent directly to the Department of their behalf. The deadline for applications is April 30, 1988. Please apply to: Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Areas of strength include: applied differential geometry and relativity, quantum theory of matter and its surfaces, applied nonlinear differential equations, fluid mechanics and foundations of statistical mechanics. This advertisement is directed to citizens and permanent residents of Canada. Applications from women candidates are particularly welcome.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Mathematics. The Mathematics Department will sponsor NSERC University Research Fellows for terms beginning July 1, 1989. Candidates should have demonstrated high potential for research. In the past, successful candidates for NSERC University Research Fellowships have had at least one year of Post-Doctoral experience. Under NSERC regulations, candidates must be Canadian citizens or permanent residents of Canada. Subject to the availability of funds, the fellowships are for three years and renewable for an additional two years. A University Research Fellow receives the salary of an Assistant Professor with comparable qualifications but teaches, at most, one course. Applications including C.V., list of publications and three letters of recommendation should be sent to: Dr. David Boyd, Head, Department of Mathematics, The University of British Columbia, Vancouver, B.C. V6T 1Y4 before August 30, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEDICINE

UNIVERSITE DE MONTREAL. Faculté de médecine. Professeur à plein temps. Le Département d'administration de la santé offre des programmes d'études de 1er cycle (certificats en gestion des services de santé), de 2e cycle (maîtrise en administration des services de santé) et de 3e cycle (Ph.D. conjoint) ainsi que des programmes de formation continue, notamment aux médecins-gestionnaires. Le Département est aussi très impliqué dans des travaux de recherche type évaluative, organisationnelle et opérationnelle. Fonctions: Enseignement aux différents programmes d'études offerts; recherche; direction d'étudiants aux études supérieures. Exigences: Doctorat en management ou dans une discipline connexe, avec un intérêt marqué pour le secteur de la santé ou un intérêt et une compétence académique équivalentes; expérience d'enseignement souhaitable; intérêt marqué pour le travail en équipe, la recherche et les publications. Les candidats sont priés de faire parvenir leur curriculum vitae, incluant une description de leurs activités passées et de leurs intérêts actuels en recherche à: M. Roger Gosselin, Directeur, Département d'administration de la santé, Université de Montréal, C.P. 6128, succursale A, Montréal (Québec) H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents du Canada.

UNIVERSITY OF WESTERN ONTARIO. Division of Neurosurgery, Department of Clinical Neurological Sciences, University Hospital. A GFT position is available for a neurosurgeon with specific, formal training in cerebral vascular surgery and the surgical treatment of epilepsy. The individual must have adequate personal experience, residency and/or post-residency, in both of these disciplines. The position is an academic department and the candidate will be expected to pursue scholarly investigation. The position is available July 1st 1988. The Department invites the submission of curricula vitae of interested applicants. The closing date for the receipt of applications is April 30th 1988. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer. Position is subject to budget approval. Apply to Dr. J.P. Girvin or Dr. S.J. Peerless, Division of Neurosurgery, Department of Clinical Neurological Sciences, University Hospital, 339 Windermere Road, London N6A 5A5.

MICROBIOLOGY

UNIVERSITY OF SASKATCHEWAN. Clinical Research Microbiologist. Individuals having a Ph.D. or M.D. degree, experience or training in clinical microbiology, and a demonstrated aptitude in applied molecular techniques are invited to apply for a position in the Department of Microbiology, University of Saskatchewan, Saskatoon, Saskatchewan. The appointee will have a major service responsibility within the Department of Clinical Microbiology, University Hospital, and will also have a non-tenure track position at the Assistant Professor level in the Department of Microbiology, College of Medicine. The salary will be commensurate with qualifications and experience. The Department of Clinical Microbiology at University Hospital incorporates sections of bacteriology, virology, mycobacteriology and immunology. As a major responsibility in the Department, the appointee will be expected to initiate the implementation and development of rapid diagnostic assays. The faculty of the Department of Microbiology in the College of Medicine includes basic science and clinical microbiologists, virologists and immunologists as well as infectious disease physicians. The successful candidate will be expected to participate in undergraduate and graduate teaching of students in the health and natural sciences. Interaction with other faculty in the Department of Microbiology in development of diagnostic techniques and of his or her own research programme will be expected. Applications accompanied by a curriculum vitae and names of referees should be submitted by June 1, 1988 to: Dr. W.L. Albritton, M.D., Ph.D., F.R.C.P.(C), Professor and Head, Department of Microbiology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian immigration regulations, preference will be given to Canadians and landed immigrants.

UNIVERSITY OF TORONTO. Associate Professor/Professor, Microbiology. The Department of Microbiology, University of Toronto, invites applications for a full time tenure stream position at the Associate or Professor level. The candidate must have a Ph.D in Microbiology, Immunology, Biochemistry or Medical Genetics or an MD with equivalent training and should preferably have experience in research in retrovirology. The successful candidate will have responsibility for developing and supervising an AIDS research laboratory, for stimulating collaborative projects with existing researchers, for developing an independent research program and for teaching undergraduate and graduate students. Applications with the names of 3 referees should be sent to Dr. Leslie Spence, Chairman, Department of Microbiology, University of Toronto, 150 College Street, Toronto, Ontario, M5S 1A8. The University of Toronto encourages both men and women to apply for positions. In accordance with Canadian Immigration requirements this advertisement is initially directed to Canadian citizens and permanent residents.

MOLECULAR BIOLOGY & GENETICS

UNIVERSITY OF GUELPH. Molecular Biology and Genetics. The University of Guelph is seeking applications for tenure stream positions in genetics. The applicants will join a new and active Department of Molecular Biology and Genetics whose mandate is to provide the campus with a focus in eukaryotic genetics including related areas of cell and molecular biology. The Department's research emphases include gene expression, genetic recombination and developmental genetics but, any applicant with a promising research program in genetics will be considered. Rank and salary will be commensurate with experience. The University of Guelph is pleasantly located in a community of 85,000 in Southern Ontario. The rural setting and proximity to large urban centres such as Toronto provide an affordable, pleasant and stimulating environment to enhance these academic opportunities. The candidates will also have unlimited opportunities for collaborative research in biotechnology and agriculture through the Guelph-Waterloo Biotechnology Institute and the Ontario Colleges of Agriculture and Veterinary Medicine. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to Employment Equity. Subject to final budgetary approval. Please send application and the names of three references to: Ross N. Nazar, Chairman, Department of Molecular Biology and Genetics, College of Biological Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1.

UNIVERSITY OF GUELPH. Instructor in Molecular Biology and Genetics. The Department of Molecular Biology and Genetics is offering an unusual challenge to an individual with strong teaching skills who would bring innovative new approaches to the department's introductory teaching in molecular biology and genetics. The Department is responsible for all introductory teaching in molecular biology and genetics including the students in agriculture and pre-veterinary medicine; the faculty teaches introductory courses for about 1000 students annually. An applicant will be expected to participate in the development of new lectures, tutorials and laboratory sessions (including computer simulations) that reflect this forward moving and exciting area of biology. Preference will be given to individuals with a M.Sc., or Ph.D. degree who have a proven teaching record. Initial appointment will be contractually limited; subsequently, subject to departmental needs and budgetary approval, a permanent position may be established. The University of Guelph enjoys a pleasant location in a small community of 85,000 in Southern Ontario. The rural setting of Guelph and its proximity to large urban centres such as Toronto provide a pleasant and stimulating environment to enhance this exceptional opportunity. The Department of Molecular Biology and Genetics supports a strong research emphasis and, if desirable, the applicant may participate in any program he or she wishes. Interested persons should submit a curriculum vitae, an outline of their teaching interests and the names of three referees to: Ross N. Nazar, Chairman, Department of Molecular Biology and Genetics, College of Biological Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to Employment Equity.

UNIVERSITY OF GUELPH. Research Associate/Postdoctoral Positions - Molecular Biology and Genetics. Available for studies on i) ribosome biogenesis and transcriptional regulation in eucaryotic systems, ii) role of mRNP particles in gene expression during differentiation. Teaching opportunities available. Special preference will be given to individuals with training at the graduate post-doctoral level in protein purification isolation. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to Employment Equity. Please send curriculum vitae and names of three referees to: Professor Bruce H. Sells, Department of Molecular Biology and Genetics, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

MUSIC

LAKEHEAD UNIVERSITY, Department of Music invites applications for probationary (tenure-track) appointment(s) in the new Department of Music (formerly part of the Division of Fine Arts) at Lakehead University. Ph.D. preferred in the area of Music History or Music Theory. Teaching experience at the university level as well as some keyboard experience required. Administrative experience would also be an asset. The appointee will be expected to teach core courses in history or theory of music and provide leadership in the development of curriculum and programming within the guidelines of the Senate Academic Plan. This position is directed towards those individuals who are capable of creating and directing a new program and of dealing with a broad range of musical educators and professional musicians in the city of Thunder Bay. Salary and rank commensurate with qualifications and experience. Applications will be accepted until position is filled. Appointment commences July 1, 1988. Please send curriculum vitae and the names of three references to: Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario. P7B 5E1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. An Equal Opportunity Employer.

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Music. 1. Position: Eight month sabbatical replacement at the Lecturer or Assistant Professor level, subject to budgetary approval. 2. Qualifications: Applicants should hold, or be near completion of a Doctorate in brass performance or brass pedagogy. 3. Duties: Teaching of undergraduate brass majors, coaching of brass ensembles, instruction of class brass methods and brass pedagogy. Additional duties in one or more of the following areas: instrumental conducting, music history, direction of jazz ensemble. 4. Salary: Commensurate with rank and experience. 5. Applications: Letters of application, together with Curriculum Vitae and three letters of reference, should be sent to: Dr. F.A. Reesor, Chairman, Department of Music, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. 6. Appointment Date: September, 1988. 7. Closing Date: When position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NATIVE LANGUAGES

LAKEHEAD UNIVERSITY. Native Languages. Applications are invited for a probationary (tenure track) appointment in Algonquian Language Studies, effective 1 July 1988. This position will be cross appointed to Education and Languages. Preference will be given to candidates holding a doctorate, with field-oriented studies concentrated in Algonquian linguistics. Candidates having an equivalent combination of academic credentials (a completed Master's degree in linguistics as a minimum) and strong 'field' experience will be considered. A teaching certificate and relevant successful experience in Education would be an asset. The successful candidate should exhibit a record of research and scholarly activities with an awareness of and sensitivity to the culture of Native people. Duties will include an appropriate combination of undergraduate and graduate teaching, research and scholarship in Native Languages and Native Teacher Education. Rank and salary will be commensurate with qualifications and experience. Send full curriculum vitae and the names of three referees to Dr. Dianne Common, Dean of Professional Studies, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations this advertisement is directed to applications from Canadian citizens and permanent residents. An Equal Opportunity Employer.

NATIVE STUDIES

UNIVERSITY OF SASKATCHEWAN. Native Studies. Applications are invited for a ten-month sabbatical replacement position at the rank of Instructor, effective 1 September 1988. Candidates should have at least a master's degree (or compensating practical/teaching experience). Duties will include two introductory courses and a second-year course in Metis history. Closing date when position filled. Send CV and three confidential letters of reference to Dr. F.L. Barron, Head, Department of Native Studies, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. In keeping with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NURSING

MANITOBA NURSING RESEARCH INSTITUTE. Acting Director. Applications are invited for the position of Acting Director of the Manitoba Nursing Research Institute for the 1988-89 academic year. Suitable candidate will be eligible for a probationary (tenure) track position at the School of Nursing, University of Manitoba. Activities include: providing research consultation to nurses in the province; administrative management of the institute; supervision and evaluation of staff; promoting the institute through public relation activities; maintaining a close liaison with the Manitoba Association of Registered Nurses; teaching in the Master of Nursing Program in the area of research; maintaining an ongoing program of research and scholarship; participation in school, university and professional activities. Qualifications: Preference will be given to candidates with: (1) an earned doctoral degree or substantive progress towards a doctoral degree in nursing or in a related discipline. Outstanding candidates with masters' degree in nursing or closely related disciplines may be considered; (2) evidence of advanced research training and the development of an ongoing research and publication program; (3) experience in teaching nursing at a university; (4) demonstrated ability in establishing collegial relationships. Rank and salary will commensurate with qualifications and experience. Registration with the Manitoba Association of Registered Nurses required. Both men and women are encouraged to apply. In accordance with Canada Immigration, this advertisement is directed to Canadian citizens and permanent residents. Applications should be directed to: Dr. J. Larsen, Director, School of Nursing, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF SASKATCHEWAN. College of Nursing. Applications are invited for Nursing Faculty positions to teach in the Basic and Post-diploma baccalaureate programs and in the Masters program. Subject to funding, positions may be available in a wide variety of clinical areas. Qualifications: A doctoral degree with masters preparation in Nursing and recent clinical experience preferred; or Masters degree in Nursing and recent clinical experience required; Eligibility for registration with the Saskatchewan Registered Nurses' Association required. Salary and rank commensurate with qualifications and professional achievement. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Letters of application, resumes and names of referees to be sent to: Dean, College of Nursing, A102 Health Sciences Building, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0; Phone: (306) 966-6221

ONCOLOGY

LONDON REGIONAL CANCER CENTRE. Academic Medical Oncologist: Ontario, Canada. Applications are invited for two Academic Medical Oncologists at the London Regional Cancer Centre (LRCC) of the Ontario Cancer Treatment and Research Foundation (OCTRF). The successful applicants will hold academic appointments at the University of Western Ontario. The LRCC, which serves a regional population of 1.4 million people in southwestern Ontario, will be relocating to a fully comprehensive custom built facility in May of 1988. Applicants should have experience in the management of solid tumours. The successful candidates would have the opportunity to develop solid tumor practices with particular emphasis in the areas of genito-urinary, head and neck and gastro-intestinal cancer within multi-disciplinary team settings. A background in basic and/or clinical research would be an advantage. Applicants should have, or be eligible to sit, the fellowship in Internal Medicine (FRCP(C)) and have recognized training in medical oncology as set out by the Royal College of Physicians and Surgeons of Canada. The remuneration and conditions of service will be according to the guidelines of the 'OCTRF,' based on experience. The OCTRF is an Equal Opportunity/Affirmative Action Employer, but is directed by Canadian Immigration authorities to state that "preference will be given to Canadian citizens and permanent residents of Canada". Applications with the names of three contemporary referees should be sent to: Dr. Vivien Bramwell, Chief of Medical Oncology, London Regional Cancer Centre, 391 South Street, London, Ontario, Canada, N6A 4G5. Closing date for applications is April 30, 1988.

LONDON REGIONAL CANCER CENTRE. Clinical Fellow - Medical Oncology. Applications are invited for the position of Clinical Fellow in Medical Oncology at the London Regional Cancer Centre (LRCC) of the Ontario Cancer Treatment and Research Foundation (OCTRF). The LRCC, which serves a regional population of 1.4 million people in Southwestern Ontario, will be relocating to a fully comprehensive custom built facility in May 1988. Candidates should have completed a five-year residency training programme in Internal Medicine, including two years of Medical Oncology. The LRCC has a staff of 18 consultant oncologists who hold joint appointments in the Department of Oncology, University of Western Ontario. It has a strong basic and clinical research commitment, and an active residency programme. The initial appointment would be for 12 months. Applications with curriculum vitae and names of two referees should be sent to Dr. V. Bramwell, Chief of Medical Oncology, London Regional Cancer Centre. 391 South Street, London, Ontario, Canada, N6A 4G5. Closing date for applications is April 30, 1988.

PATHOLOGY

QUEEN'S UNIVERSITY/KINGSTON GENERAL HOSPITAL. Academic Pathologist. Applications are invited for the position of General Pathologist or Anatomic Pathologist at Queen's University and Kingston General Hospital. The successful applicant will have strength in Anatomic Pathology and will have a role in the management of laboratory services at a peripheral hospital. Establishment or involvement in an existing research program will be viewed with favour. The applicant should be eligible for licensure in the province of Ontario and possess a Royal College certificate or be eligible to write their examinations. Academic rank and salary will be commensurate with experience. The Kingston General Hospital Department of Pathology has 12 medical staff, 7 Ph.D.'s, and a full complement of residents in recently renovated laboratory space with on-site DNA Diagnostics, EM, Cytogenetics, and Flow Cytometry laboratories. There is a close liaison between an active research and graduate program and service oriented pathologists. Kingston is a delightful historic university city midway between Toronto, Montreal and Ottawa, in the Thousand Islands areas at the confluence of Lake Ontario and the St. Lawrence River. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are encouraged to apply. The closing date is May 31, 1988 or when the position is filled. Applications, including Curriculum Vitae, and the names and addresses of three referees should be sent to: Dr. R. Kisilevsky, Professor and Head, Department of Pathology, Richardson Laboratory, Queen's University, Kingston, Ontario, K7L 3N6.

PHARMACEUTICAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA. Post-Doctoral Fellows. I have several post-doctoral positions available in my laboratory beginning July 1, 1988. Persons who have a background in pharmacology, physiology and biochemistry and who have an interest in cardiovascular pharmacology and physiology or in diabetes mellitus are urged to apply. A minimum of one year's funding is available and it is hoped that the applicant would be eligible for fellowship funding for future years. Experience in isolated cardiac preparations and routine biochemical assays would be an asset. Please write and enclose a curriculum vitae and the names of three referees to: John H. McNeill, Ph.D., Professor and Dean, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2146 East Mall, Vancouver, B.C., V6T 1W5, Phone No.: (604) 228-2343.

PHYSICAL EDUCATION

THE UNIVERSITY OF MANITOBA, Faculty of Physical Education and Recreation Studies is seeking an experienced individual who is highly skilled in Recreation research and is capable of teaching in the undergraduate degree programme. The successful candidate will possess a doctorate in recreation or related areas, and will devote 50% of his or her workload to research. This is a contingent appointment. The position is subject to budgetary approval. Starting date, rank and salary are negotiable. However, it is anticipated that the appointment will be at the Associate level. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send their curriculum vitae and the names of three referees to: Dean, Faculty of Physical Education and Recreation Studies, Frank Kennedy Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Deadline for applications is May 15, 1988.

LAURENTIAN UNIVERSITY. Physical Education. Assistant or Associate Professor position available, tenure track possible, beginning July 1988, subject to budgetary approval. Applicants should have a Ph.D and be able to establish an 'independent' research program in the general area of health and physical education. The successful candidate will be expected to teach in French a combination to be selected from the following areas: Traumatology, Physical Growth and Development, Health, Fitness and Lifestyle Consulting, Stress Management, Principles of Health and Physical Education Administration, and Outdoor Adventure Leadership. Preference will be given to bilingual applicants who have teaching experience at the undergraduate level. Laurentian University offers equal opportunity of employment to qualified male and female applicants. In accordance with Canadian immigration requirements, this notice is directed in the first instance to Canadian citizens and permanent residents. Send vitae, selected reprints, and names of three references by May 15 1988, to P. Demeyere, Chairperson, School of Human Movement, Laurentian University, Sudbury, Ontario, P3C 2C6.

UNIVERSITE LAURENTIENNE. Education physique. Poste de professeur adjoint ou agrégé, avec possibilité de permanence, disponible à compter de juillet 1988, sous réserve d'autorisation budgétaire. Les candidats(es) doivent avoir un Ph.D. et être capable d'établir un programme de recherche indépendant dans le domaine de la santé et de l'éducation physique. Le/la candidat(e) sélectionné(e) devra enseigner en français une combinaison à choisir des cours suivants: Traumatologie, Croissance et développement physique, Santé, Condition physique et mode de vie, Contrôle de stress, Principes de Gestion en Santé et Education Physique, et Education physique en plein-air. La préférence sera accordée aux candidats(es) bilingues qui ont une expérience de l'enseignement au niveau sous-gradué. L'Université Laurentienne offre des chances égales d'emploi aux hommes et femmes qualifiés. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens Canadiens et aux résidents permanents seulement. Curriculum vitae, copies des publications et noms de trois références doivent être envoyés d'ici le 15 mai 1988 au Professeur P. Demeyere, Directeur, Ecole de l'activité humaine, Université Laurentienne, Chemin du Lac Ramsey, Sudbury, Ontario, P3E 2C6.

PHYSICS

UNIVERSITY OF SASKATCHEWAN. Department of Physics. Applications are invited for a tenure track appointment at the Assistant Professor rank, effective July 1, 1988. Duties include undergraduate and graduate teaching. The successful applicant will also have research responsibilities at the Saskatchewan Accelerator Laboratory. Candidates should hold a Ph.D. degree and have experience in intermediate energy nuclear physics research using accelerators and large magnetic spectrometers. Applications with curriculum vitae and the names of at least three referees should be sent as soon as possible to: Chairman, Department of Physics, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Physics. Applications are invited for a contractually limited appointment at the level of tutor in physics starting July 1, 1988. The position is initially for one year but may be renewed on an annual basis for two more years subject to satisfactory performance and budget. The primary duties are teaching one to two undergraduate courses, supervising laboratories and tutorial sessions for first year physics courses, and developing first year laboratory experiments. We are primarily interested in a Ph.D. with experimental physics background. Teaching experience is an asset but is not essential. The Erindale campus of the University of Toronto is located in Mississauga, 36 km from the main campus, and the physics group at Erindale operates as an integral part of the Department of Physics, University of Toronto. The salary will depend on qualifications and experience; the minimum salary for tutors (July 1, 1987) was $25,100. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages applications from both women and men. Applications, including C.V. and three letters of reference should be addressed to R.M. Farquhar, Department of Physics, Erindale College, 3359 Mississauga Road North, Mississauga, Ontario, L5L 1C6. Deadline for receipt of applications is June 15, 1988.

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, high-temperature superconductivity, particle physics and relativity, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Prof. A.D.S. Nagi, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

UNIVERSITY OF OTTAWA. Department of Physics. The Department of Physics at the University of Ottawa invites applications for two tenure-track appointments at the Assistant Professor rank, one starting September 1, 1988, and a second starting July 1, 1989. Outstanding candidates may be considered at the Associate Professor rank. Preference will be given to those who can establish or collaborate in a research program of high calibre in experimental semiconductor or surface physics. Candidates capable of lecturing in both French and English will be given preference; however, those committed to attaining this proficiency before the end of the initial two-year appointment will also be considered. Employment equity is University policy. Applications with curriculum vitae and names and addresses of three references should be forwarded before June 30, 1988 for the first position, and October 31, 1988 for the second, to: Dr. Robert C. Smith, Chairman, Department of Physics, University of Ottawa, Ottawa, Ontario, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA. Département de physique. Le département de physique de l'Université d'Ottawa annonce deux postes vacants de professeur adjoint pouvant mener à la permanence, le premier à compter du 1er septembre 1988, et le second du 1er juillet 1989. Les candidats exceptionnels pourraient être considérés au niveau de professeur agrégé. La préférence pour les postes sera donnée à des candidats désireux d'établir ou de collaborer à un programme de recherche de haute qualité dans les domaines de la physique des semiconducteurs ou des surfaces. Il serait préférable que les candidats puissent dès le départ enseigner en français et en anglais; autrement ils devront s'engager à acquérir la compétence linguistique voulue avant la fin du contrat initial de deux ans. L'Université a une politique d'égalité en matière d'emploi. Les candidats sont invités à soumettre leur curriculum vitae et les noms et adresses de trois répondants avant le 30 juin 1988 pour le premier poste, et avant le 31 octobre 1988 pour le second, à M. Robert C. Smith, directeur, Département de physique, l'Université d'Ottawa, Ottawa, Ontario, K1N 6N5. En conformité avec les exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens(ne)s canadien(ne)s et aux résidents permanents.

POLITICAL SCIENCE & STUDIES

DALHOUSIE UNIVERSITY. The Department of Political Science at Dalhousie University invites applications for a two-year replacement appointment at the rank of Assistant Professor commencing on July 1, 1988. The appointment would be in International Relations Theory, preferably with experience in American Foreign Policy and Canadian/American Relations. Completed Ph.D. is preferred. The closing date for applications is April 30, 1988. Applications should be made to Professor G.R. Winham, Chair, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6. A curriculum vitae and names of three referees should be included. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens or permanent residents of Canada. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

DALHOUSIE UNIVERSITY. The Department of Political Science and School of Public Administration at Dalhousie University invite applications for a one-year replacement appointment at the rank of Assistant Professor commencing on July 1, 1988. The appointment would be in Canadian Politics/Public Administration, with specialization in Intergovernmental Relations and Quantitative Methods. Completed Ph.D is preferred. The closing date for applications is April 30, 1988. Applications should be made to Professor G.R. Winham, Chair, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6. A curriculum vitae and names of three referees should be included. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens or permanent residents of Canada. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

McGILL UNIVERSITY. Department of Political Science. McGill University invites applications for a part-time position which involves teaching one three-credit course during the summer session (every weekday from June 6 to July 12). The course in question deals with Democratic Theory (Political Theory). Candidates should have a Ph.D in Political Science. The salary range is from $2150 to $2500 depending on rank. In accordance with Canadian Immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applications should be submitted no later than April 30. Applications, including a curriculum vitae and university transcripts, should be sent to: Professor Paul Noble, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St W., Montreal, Quebec, H3A 2T7.

UNIVERSITY OF SASKATCHEWAN. Political Studies. We invite applications for a ten-month appointment at the level of Instructor, commencing September 1, 1988. Salary scales are still being negotiated. Fields Open. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents. Applications, including a curriculum vitae, transcripts and three letters of reference should be sent to: Professor J.C. Courtney, Chairman, Recruitment Committee, Department of Political Studies, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

PSYCHOLOGY

UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Department of Psychology. Applications are invited for two positions in the Department (both subject to final budgetary approval). The first position, is expected to be probationary (tenure-track) at the Assistant Professor level in Applied Psychology. The Department has a growing program at the M.A and Ph.D levels in the Applied and Clinical areas of Psychology and applicants will be considered in all applied areas. The successful applicant will have a Ph.D., an active research program, and should be eligible to apply for licensing in the province of New Brunswick. The second opening is a one-year leave replacement position in the area of Quantitative Psychology. The primary qualification is the ability to teach Statistics, including Multivariate and Research Design, at the Graduate level. In accordance with Canadian Immigration regulations, preference will be given to citizens and permanent residents of Canada. Applications for either or both positions, clearly specifying which, should include a curriculum vitae, the names of 3 referees and reprints of recent publications and should be sent to Dr. Wayne Donaldson, Chairman, Department of Psychology, Bag Service #45444, University of New Brunswick, Fredericton, N.B., E3B 6E4.

McGILL UNIVERSITY. Department of Psychology. Post-Doctoral Fellowship in Clinical Psychology. The Department of Psychology at McGill University is offering a Post-Doctoral Fellowship ($25,000 per year) in Clinical Psychology for the 1987-88 academic year renewable yearly for up to 3 years. Candidates with developed research ideas related to any area of Clinical Psychology are encouraged to apply. Research areas of particular interest include alcoholism, child clinical, depression, expert diagnostic and treatment systems, health psychology, aggression, human sexuality, and neuropsychology. The Fellow will be required to participate to a limited extent in undergraduate and graduate teaching. Prospective applicants should send a C.V., 3 letters of recommendation and a letter outlining their research interests to: Dr. D. Zuroff, Director of Clinical Training, Department of Psychology, McGill University, 1205 Docteur Penfield Ave., Montreal, Quebec, H3A 1B1.

ST. THOMAS UNIVERSITY. Psychology. The Department of Psychology, St. Thomas University, invites applications for a two year probationary (tenure-track) appointment (subject to approval) at the level of Assistant Professor in the area of Sensation and Perception. The candidate will be expected to teach undergraduate courses, supervise honours theses and carry out an active research program. Preference will be given to Canadian citizens or landed immigrants. A Ph.D. is required. Applicants should submit a curriculum vitae, samples of scholarly work, and arrange to have three letters of recommendation sent directly to: Dr. Thomas A. Fish, Chair, Department of Psychology, St. Thomas University, Fredericton, New Brunswick, E3B 5G3. Applications accepted until position filled. Appointment effective July 1, 1988

BISHOP'S UNIVERSITY. Psychology. A tenure-stream vacancy exists at the Assistant Professor level (subject to budgetary approval), to teach three undergraduate courses per semester from among the following areas: Introductory, Adolescent and Adult Development, Industrial/Organizational, Community, Environmental, Health Psychology. A Ph.D. is required. The salary floor for 1987-88 (under review) is $30,093. Applications with curriculum vitae and, if possible, publications and evidence of teaching performance should be sent to Ms. C. Wark, University Secretary, Bishop's University, Lennoxville, Que. J1M 1Z7. Applicants should also arrange for at least three references to be submitted directly. The post commences on July 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAKEHEAD UNIVERSITY, Department of Psychology invites applications for a probationary (tenure-track) and a term appointment in the following areas: counselling, clinical child, community/social, cognitive, quantitative. Responsibilities include teaching at both the graduate and undergraduate levels, development of a sustained research program, supervision of student research, and supervision of students in practicum settings. Clinical experience and registration are considered an asset. Applicants should submit vitae, samples of publications, and references to Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. Appointment effective July 1, 1988 is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

NIPISSING UNIVERSITY COLLEGE. Assistant Professor in Psychology. Nipissing University College invites applications for a two-year limited term position with the possibility of renewal at the Assistant Professor level in Psychology. Appointment begins August 1, 1988. The candidate should possess a Ph.D. or near completion of a Ph.D. The successful candidate will be qualified to teach in the following areas: Developmental, Motivation and Emotion, Educational, Psychological Disorders in Children, Perception and Learning. Knowledge in research design and computer applications is also considered important. The position will also involve the supervision of undergraduate research projects. Salary Range $34,000 - $45,000 and subject to adjustment. Closing Date: May 15, 1988. Send curriculum vitae including names of three referees to Dr. R. Brozowski, Dean of Arts, Nipissing University College, P.O. Box 5002, North Bay, Ontario, P1B 8L7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF PRINCE EDWARD ISLAND. The Department of Psychology, University of Prince Edward Island, invites applications for a nine-month replacement appointment, subject to budgetary approval. Teaching duties will involve undergraduate instruction in six half courses including statistics, research methods, and some combination of social, abnormal, and psychology of women. Ph.D. preferred. Salary is $23,000 for a nine-month contract, appointment to commence September 1, 1988. A curriculum vitae and three letters of recommendation should be sent to Dr. Richard St. Jean, Department of Psychology, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. Applications accepted until position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THUNDER BAY REGIONAL CANCER CENTRE. Clinical Research Psychologist. Applications are invited for the position of Clinical Research Psychologist with joint appointment at the Department of Psychology of Lakehead University. Initial appointment will be for a three-year period. The incumbent will be expected to develop a research program in psychological aspects of cancer, participate in care for cancer patients in the Thunder Bay Regional Cancer Centre, and support of professional staff. He/She is also expected to develop a psychology of health course at Lakehead University. The incumbent should have a Ph.D. in clinical psychology. Research experience in psychosomatic medicine would be an asset. Applicants should send a curriculum vitae, names of three references and reprints of recent publications to: Dr. J.F. Kotalik, Director, Thunder Bay Regional Cancer Centre, Ontario Cancer Treatment and Research Foundation, 290 Munro Street, Thunder Bay, Ontario, Canada, P7A 7T1.

ACADIA UNIVERSITY. Clinical Psychology (Two Positions). The Psychology Department of Acadia University is seeking two positions in clinical psychology at the rank of Assistant Professor. One position is tenure-track, the other is for a three-year limited term contract. Experience in applied child psychology is considered particularly attractive. The position involves teaching courses in abnormal psychology, social development, personality, or group dynamics on the undergraduate level, as well as thesis and practicum supervision on the graduate level. The successful candidate will have a Ph.D. in clinical psychology and a clinical internship. Please send curriculum vitae and three letters of reference to Michael P. Leiter, Head, Psychology Department, Acadia University, Wolfville, Nova Scotia, B0P 1X0. The application deadline is 1 June, 1988. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

RADIOLOGY

MONTREAL NEUROLOGICAL HOSPITAL. Neuroradiologist. The Montreal Neurological Hospital requires a full-time neuroradiologist with extensive experience in interventional radiology, more specifically, in the treatment of cerebral and spinal arteriovenous malformations, as well as experience with endovascular treatment of cerebral aneurysms, chemonucleosis and angioplastic procedures of the carotid arteries is also required. The candidate should preferably have an international reputation. Applicant must be fluent in French and English both written and spoken. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae along with 2 letters of reference should be submitted to: Dr. R. Ethier, Chairman, Diagnostic Radiology, Montreal Neurological Hospital, 3801 University Street, Montreal, Quebec H3A 2B4

RELIGIOUS STUDIES

ST. THOMAS UNIVERSITY. Department of Religious Studies. Applications are invited for a tenure-track position in Roman Catholic moral theology, commencing July 1, 1988 (subject to approval). Rank and salary dependent upon qualifications. A doctoral degree and teaching experience are necessary. The successful candidate will be teaching undergraduate courses in principles of ethics, personal ethics, and social ethics. Competency to teach in other areas such as sacramental theology would be an asset. Letter of application, curriculum vitae, and three letters of reference should be sent to Dr. Thomas Parkhill, Chair, Department of Religious Studies, St. Thomas University, Fredericton, N.B., E3B 5G3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF SASKATCHEWAN invites applications for a tenure-track position at the Assistant Professor level in the Religions of South Asia with specialization in Buddhism/Hinduism. Requirements include: a Ph.D. or near completion; evidence of superior research and scholarship, and demonstrated excellence in teaching. Candidates should have the appropriate language training to be able to teach introductory and intermediate level courses in one or more of the following: Sanskrit, Pali, and Tibetan. Other teaching responsibilities include an Introductory course in World Religions and upper level courses in Buddhism and Hinduism. Firsthand experience of the culture of the South Asian region and competence in a modern spoken language of the region will be given special preference. In accordance with the Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Subject to budgetary approval, employment to begin July 1, 1988. Applicants should send immediately, their Curriculum Vitae's/Dossiers, and arrange for three letters of reference to reach without delay to: Dr Braj M. Sinha, Head, Department of Religious Studies, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0

RUSSIAN

UNIVERSITY OF NEW BRUNSWICK. Russian. Applications are invited for a probationary (tenure-track) position in Russian language and literature which is expected to commence July 1, 1988. The appointment is subject to budgetary approval and, if approved, will be at the Assistant Professor level. A completed Ph.D. and demonstrated research potential are required. Previous teaching experience is desirable. The candidate will be responsible for teaching Language, Literature, and Civilization courses, as necessary. A curriculum vitae, copies of any publications, and the names of three referees should be sent to Professor S. Elkhadem, Department of German and Russian, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CARLETON UNIVERSITY. Department of Russian/Institute of Soviet & East European Studies. Subject to budgetary approval Carleton University invites applications for a preliminary (tenure-track) position at the rank of Assistant Professor to be cross-appointed for the Department of Russian and the Institute of Soviet & East European Studies. Appropriate qualifications are Russian language skills, a Ph.D. and an established record of research scholarship in either a social sciences discipline (Economics, Geography, Political Science, Psychology, Sociology) or Russian language and/or literature with ancillary professional experience in a social sciences discipline. Letters of application, including detailed curriculum vitae and names of three referees, should be sent to: Dr. Roger Blockley, Associate Dean, Faculty of Arts, Carleton University, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents in the first instance. Applications are invited from qualified women and men. Closing date for receipt of applications is May 1, 1988.

SOCIAL WORK

LAURENTIAN UNIVERSITY AND UNIVERSITY OF SUDBURY. Nishneabe Kinoomaadwin Naadmaadwin. Honours Bachelor of Social Work (Native Human Services). Subject to budgetary approval, two tenure stream appointments are available for the recently approved Hons. Bachelor of Social Work (Native Human Services). The successful candidates will be expected to teach in a honours undergraduate degree programme, conduct scholarly research, do field work supervision, and work in close collaboration with local First Nation Communities. Qualifications: Knowledge/background in Native culture and traditions and how these relate to helping Native peoples is required. Candidates should have an advanced degree in Social Work or related field (Ph.D or Master's degree with experience); Minimum of three years experience in Native communities is required; Native language is an asset; Demonstrated capability to conduct scholarly research and to work effectively with First Nation communities is required. Closing date: May 15, 1988. Laurentian University offers equal opportunity of employment to qualified female and male applicants. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to qualified Canadian citizens and permanent residents. Application, curriculum vitae, and the names of three references should be sent to: Programme Committee, B.S.W (Native Human Services), c/o School of Social Work, University of Sudbury, Laurentian University, Sudbury, Ontario P3E 2C6.

SOCIOLOGY

BISHOP'S UNIVERSITY. Sociology. The Department of Sociology at Bishop's University will be making a one-year sabbatical replacement appointment for the year 1988-89 at the Lecturer or Assistant Professor rank (floor). Areas of concentration should include Empirical Method and Mass Communication. Applicants are expected to have completed Ph.D.s or to be near their completion date. Salary will be contingent on experience and qualifications. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Bishop's University is an equal opportunity employer. Applications with curriculum vitae and names of three referees should be addressed to: Professor G.S. Groves, Chairman, Division of Social Sciences, Bishop's University, Lennoxville, Quebec J1M 1Z7.

UNIVERSITY OF REGINA. The Department of Sociology and Social Studies invites applications for a one-year Term position at the Lecturer (possibly Assistant Professor) level commencing July 1, 1988. Applications are invited from persons with a completed or nearly completed Ph.D. Rank and salary will be commensurate with experience and qualifications. The Department has a strong social studies component as well as a core sociology curriculum. Persons in social science fields other than sociology are welcome to apply. The successful applicant will be expected to teach a class on social problems and one other undergraduate course each semester. Deadline for applications is April 30, 1988. Applicants should send their curriculum vitae and arrange for the forwarding of three letters of reference to: Dean D. de Vlieger, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents.

ACADIA UNIVERSITY, Department of Sociology. Applications are invited for a Half-time nine-month sessional position in the Department of Sociology for 1988-89. Areas of specialization open, although particular attention will be paid to applicants who can teach research methodology. Salary commensurate with qualifications. Applications including a curriculum vitae and the names of three referees should be forwarded to: Dr. Paula Chegwidden, Chairperson, Sociology Department, Acadia University, Wolfville, Nova Scotia B0P 1X0. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

SOIL SCIENCE

UNIVERSITY OF SASKATCHEWAN. The Department of Soil Science, College of Agriculture invites applications for an academic position in Soil Science. The position involves undergraduate and graduate teaching; supervision of graduate students; conducting research in Soil Science; contributing to extension functions. We are seeking an individual holding a Ph.D. in Soil Science with demonstrated experience in one or more of the following areas: land evaluation, nutrient cycling and simulation modelling. Experience with the agriculture and cropping systems of the prairie region is essential. The appointee will be expected to integrate knowledge of soil inventory, soil genesis, land productivity, fertilizer requirements and climate in the assessment and prediction of regional productivity, soil quality and nutrient fluxes. The successful candidate must be eligible for membership in the Saskatchewan Institute of Agrologists. This is a tenure track position at the Assistant Professor level for which the current salary range is $30,711 to $39,507. Letters of application, names and addresses of three references, academic transcripts and a curriculum vitae should be sent to: J.W.B. Stewart, Head, Department of Soil Science, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. The closing date for applications is April 30, 1988. The appointment will be effective July 1, 1988 subject to budgetary considerations. The University of Saskatchewan is an equal opportunity employer, but in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

TESL/EDUCATION

CONCORDIA UNIVERSITY. Centre for Teaching English as a Second Language. Applications are invited for two 10-month limited term appointments at the rank of Assistant Professor beginning 15 August 1988. The successful candidates will have an M.A. in Applied Linguistics, TESL, or in a related area. ESL teacher-training experience and knowledge of French and of the Quebec public school system are essential. Duties include teaching 18 credits over two terms in the areas of Audio-visual aids, Methodology, Observation and Practice-teaching and internships. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should send their letters of application, C.V. and names of three referees to B. Barkman, Director, TESL Centre, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8.

UNIVERSITY OF WINNIPEG. B.Ed Program. Applications are invited for a two year term appointment (subject to budgetary approval) at the Assistant Professor Level in TESL. PhD, teaching experience and publications expected. Duties may include teaching Education and TESL courses to Malaysians; supervising student practicums; developing diagnostic placement tests; and supervising ESL composition courses. A commitment to education and ESL experience are essential. Please send CV, indicating areas of specialization, and the names of 3 referees to Dr Annabelle Mays, Director of Education, University of Winnipeg, 515 Portage Ave, Winnipeg, Manitoba R3B 2E9, 204-786-9772. Applications accepted until position is filled. Ideal starting date: July 1st. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THEATRE

YORK UNIVERSITY. Faculty of Fine Arts. Department of Theatre. Assistant Professor of Stage Lighting Design. This is a tenure track position, subject to budgetary approval. Starting data to be negotiated. Candidates should have the ability to teach theatre design, particularly stage lighting, and stagecraft at the undergraduate and graduate levels. Responsibilities include the design of lighting for major undergraduate productions and supervision of student designers and technicians in production work. The appointee will also be expected to undertake research/scholarly/creative/professional activity and contribute towards service within the Faculty. This position requires a high degree of creativity and technical expertise balanced by a solid background in the history of dramatic literature, theatrical production and art. Preferred candidates should have extensive professional experience in theatrical lighting design, post-secondary level teaching experience in design with particular emphasis on stage lighting, and an advanced degree in stage lighting. Evidence of research and scholarly publications is desirable. Application deadline: April 30, 1988. Please submit curriculum vitae and names of three referees to: Ron Singer, Chair, Department of Theatre, Faculty of Fine Arts, York University, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THEOLOGY

TRINITY COLLEGE, TORONTO, Faculty of Divinity, invites applications for a tenure stream position in Theology/Ethics, starting July, 1989, possibly sooner. Basic degree through doctoral level teaching. Salary at U of T scale, commensurate with qualifications. Familiarity with the Anglican tradition, completed doctorate essential. Send CV and names of referees to Dean Peter Slater, Trinity College, Toronto, Ontario M5S 1H8 (phone 416-978-2164). Deadline: May 15. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trinity College offers equal opportunity employment to qualified female and male applicants.

VETERINARY MEDICINE

UNIVERSITY OF SASKATCHEWAN. WESTERN COLLEGE OF VETERINARY MEDICINE. Department of Veterinary Physiological Sciences. Veterinary Physiologist. (Position Number 87 T 15-5-1x (supernumerary)). Applications are invited for a faculty (tenure track) position at the assistant professor level. Qualifications include Ph.D. in physiology with extensive experience in the methods of biotechnology as applied to endocrinology. A degree in Veterinary Medicine is highly desirable. The appointee will be involved in the department's teaching program at both the undergraduate and graduate levels. He/She will be expected to develop an independent research program and to contribute as a member of a team of molecular biologists, immunologists and physiologists participating in a major new interdisciplinary research program on control of growth and reproduction in livestock. Salary will be commensurate with qualifications and experience. Qualified applicants are invited to submit a letter of application including curriculum vitae and names of three references to Dr. C.S. Sisodia, Head, Dept. of Veterinary Physiological Sciences, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Sask. S7N 0W0 Canada. Applications must reach this office on or before May 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WESTERN COLLEGE OF VETERINARY MEDICINE. Department of Herd Medicine and Theriogenology. Herd Medicine Clinician (Food Animal) (T 15-7-9). Applications are invited for a tenure track faculty position in the Department of Herd Medicine and Theriogenology. The successful applicant will be primarily oriented toward one of the predominant food animal species, with a strong interest and background in all aspects of modern production medicine concerning that species. Qualifications: D.V.M. or equivalent, eligible for licensure in Saskatchewan and a postgraduate degree in herd medicine or a closely allied area. Experience in the provision of clinical service to the food animal industry is highly desirable. Primary Duties: Undergraduate and graduate level teaching in herd medicine, participation in clinical research and assistance in the provision of extension and continuing education programs. Active participation in providing clinical service through the Veterinary Teaching Hospital is required. Salary and rank commensurate with experience and education. In accordance with Canadian immigration regulations, this notice is directed first to Canadian citizens and permanent residents. Interested candidates should submit a letter of application, a curriculum vitae, and the names of three references to: Dr. C.S. Rhodes, Dept. of Herd Medicine and Theriogenology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

UNIVERSITY OF GUELPH. Swine Health Management. Department of Population Medicine. A tenure-track faculty position at the Assistant Professor level is available May 1, 1988. I. Qualifications: DVM (or equivalent) and eligibility to practice veterinary medicine in Ontario required. Post-D.V.M. training in epidemiology/economics, preferably to the Ph.D. level, required. Practical experience with swine practice desirable. II. Duties/Interests: Assist teaching swine health management at undergraduate (DVM) and graduate levels, which includes regular farm visitation. Assist in continuing education programs. The incumbent is expected to develop an independent research program in swine diseases and health management. Factors influencing feed intake and growth are of particular interest. Salary dependent on qualifications. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval. The University of Guelph is committed to Employment Equity. Please submit c.v. and three letters of reference to Dr. S. Wayne Martin, Chair, Department of Population Medicine, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1.

UNIVERSITY OF GUELPH. Equine Health Management. Department of Population Medicine. A contract position for up to five years is available July 1, 1988 at the Assistant Professor level. I. Qualifications: D.V.M. (or equivalent) and eligibility to practice veterinary medicine in Ontario required. Post-D.V.M. training preferable to Ph.D. level in epidemiology with experience and/or training in equine practice also required. II. Duties: The incumbent will devote 30% of his/her effort to teach and assist in developing undergraduate and graduate programs in epidemiology and equine health management. The incumbent is expected to develop an independent research program related to the maintenance of health, the effects of disease on performance and the identification of factors producing poor health in horses. Opportunities may be available for collaborative work with the Equine Research Centre. Salary dependent on qualifications. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval. The University of Guelph is committed to Employment Equity. Please submit c.v. and three letters of reference to Dr. S. Wayne Martin, Chair, Department of Population Medicine, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1.

UNIVERSITY OF GUELPH. Ruminant Health Management. Department of Population Medicine. A tenure-track faculty position at the Assistant Professor level is available June 1, 1988. I. Qualifications: DVM (or equivalent) required with post-DVM training, preferably to DVSc. or Ph.D. level. Applicants must be eligible to practice veterinary medicine in Ontario. Experience in food animal practice and demonstrated experience in the area of ruminant health management desirable. Teaching experience preferred. Familiarity with OD-HIC type production recording systems, experience with computerized disease/health recording systems and the ability to work with faculty in a variety of other disciplines and with private practitioners are desirable. II. Duties: The incumbent will teach in and assist in developing, undergraduate and graduate programs in ruminant health management. Participate in ambulatory clinic service. Initiate and participate in continuing and extension education programs. The incumbent will be required to initiate independent research projects in ruminant health management at the herd level. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Salary dependent on qualifications. Subject to final budgetary approval. The University of Guelph is committed to Employment Equity. Please submit c.v. and three letters of reference to Dr. S. Wayne Martin, Chair, Department of Population Medicine, Ontario Veterinary College, University of Guelph, Guelph. Ontario N1G 2W1.

VISUAL ARTS

LAKEHEAD UNIVERSITY. Division of Fine Arts. Probationary (tenure-track) appointments are available to teach in a new Honours Bachelor of Fine Arts Program. The new program commences with the restructuring of the current Division of Fine Arts to a Department of Visual Arts effective 1 July 1988. Applications are invited in the following studio area: a) painting and drawing/basic design and b) pottery and drawing/basic design. A master's degree preferred with experience at university level teaching is required. Salary and rank commensurate with qualifications and experience. Please send curriculum vitae with a portfolio of slides and the names of three referees to: Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. This appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Visual Arts. a) Positions - Studio - tenure-track and sessional appointments, effective July 1, 1989. b) Primary duties of these positions include the teaching of studio courses (foundation studies, drawing, painting, printmaking, sculpture and photography) from the introductory to the advanced level, with the possibility for participation in teaching at the graduate level. The ability to integrate historical and theoretical issues with studio teaching is a requirement. Artists working in all contemporary media are encouraged to apply. Successful candidates will be active artists with a substantial exhibition record; a graduate degree, and some teaching experience at the post-secondary level are desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. All appointments and levels of appointment will be dependent on the candidate's qualifications, experience and budgetary approval. c) Letters of application, curriculum vitae, 20 slides of recent work, and names of three referees should be received by May 1, 1988, and should be sent to: Professor A. Mansell, Chair, Department of Visual Arts, The University of Western Ontario, London, Ontario N6A 5B7. An Equal Opportunity Employer. Position is subject to budget approval.

WOMEN'S STUDIES

SIMON FRASER UNIVERSITY. Professorship in Women's Studies. The Women's Studies program at SFU is seeking a senior candidate with an outstanding academic and/or professional record, for the Ruth Wynn Woodward endowed professorship in Women's Studies. This will be a one year appointment, beginning either in September 1989 or January 1990. Applicants with a specialty in economics, math, science or engineering are especially invited. Applicants must be Canadian citizens or landed immigrants, and must have appropriate academic or professional qualifications.

Responsibilities will include teaching, public lectures and community outreach. Salary will be that of a senior scholar. Candidates should send a curriculum vitae and the names and addresses of three referees, no later than 15 June 1988, to: V. Strong-Boag, Coordinator, Women's Studies Program, Simon Fraser University, Burnaby, BC V5A 1S6; Phone: (604) 291-3593.

ZOOLOGY

UNIVERSITY OF GUELPH. Zoology Department. Assistant Professor. One full-time, tenure-track position to be filled by January 1st, 1989 in the area of water pollution biology and toxicology. This is a replacement for a recently retired senior faculty member in the Department. The Department has considerable strength in the aquatic sciences and wishes to make an appointment of a suitably-qualified individual to maintain teaching and research activities in these subjects. Applicants must have a Ph.D. degree in Zoology or a closely-allied field, together with demonstrated research potential or an established research record. Duties will include teaching at both the undergrduate and graduate level, supervision of graduate students, and establishment and maintenance of an externally-funded research program. Undergraduate teaching responsibilities will include courses in water pollution and toxicology. The incumbent may also be required to teach quantitative ecology and invertebrate zoology. The 30 faculty member Department offers undergraduate programs in Fisheries Biology, Marine Biology, Wildlife Biology, and Zoology, and M Sc. and Ph.D. programs in various fields of research. There is a strong tradition of life sciences at the University of Guelph, including a number of departments in the College of Biological Science (other than Zoology), the Ontario Agricultural College and the Ontario Veterinary College with biological expertise. Applicants must have completed a Ph.D degree, and preferably have teaching and postdoctoral research experience. Applications, including a curriculum vitae, reprints of recent publications, and the names of three referees should be submitted to: Chair, Department of Zoology, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. Closing date for applications is July 1st, 1988. Subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to Employment Equity

FACULTY EXCHANGE

FACULTY EXCHANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed, envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603; 717/ 393-1130.

ACCOMMODATION

LONDON, ENGLAND: Two Bedroom Flat in pleasant area of North London for rent from August, 1988 to summer, 1889. Flat has modern kitchen, gas central heating and is fully furnished. 25 minutes from University of London by public transit. Suitable for academic on sabbatical leave. For further information call (613) 234-8508.

FACE AU PARC LAFONTAINE, centre-**ville de Montréal**, magnifique appartement rénové, 7 1/2, rez-de-chaussée, 3 chambres à coucher, 2 salles de bain, salle à manger, grande salle de séjour, bureau. Entièrement meublé et équipé. Idéal pour prof. ou vacanciers recherchant logement tranquille. A louer pour la saison estivale 1988, $450 dollars/semaine. Tél. (514)-526-3566.

OTTAWA, McGEE'S INN offers superior accommodation in restored Victorian mansion, private baths, telephones, blocks from Ottawa University, complimentary breakfast included. Daily and weekly rates from $32. 185 Daly Avenue. Tel: (613) 237-6089

FURNISHED HOUSE FOR RENT: July 1988-August 1989, 1400 sq. ft. house: large living room, dining room, kitchen, two bedrooms, large bathroom, utility room; beautiful view of North Shore Mountains and Burrard Inlet; 5 minutes by car to S.F.U., 20 minutes to downtown Vancouver. $600 a month, plus utilities. Please contact 604-299-2503; Address: 7324 Ridge Drive, Burnaby, B C., V5A 1B5.

HOUSE FOR RENT. Spacious three level, three bedroom at Bathurst and St. Clair. Deck, backyard and garage. Close to subway and shopping. Partially furnished. April to September 1st. $1200/month including utilities (416) 653-7818.

ARTIST? NATURALIST? WRITER? 178S refurbished 3-bedroom saltbox, studio and workshop on St John River's quiet banks 45 miles from Fredericton and Saint John, available 9-to-12 months September '88; and/or 1-bedroom flat, Fredericton, May 88. A & A Fox, Queenstown, New Brunswick E0G 1Y0.

WANTED: HOUSE TO RENT IN TORONTO September '88 to August '89. Contact Dr. Robert McIlwraith, Department of Psychiatry, University of Manitoba, Winnipeg, Manitoba R3E 0W3; Phone (204) 787-3876.

HOUSE FOR RENT IN WINNIPEG. Sept. '88 to Aug.'89 while we're away on sabbatical. Lots of character, convenient location, older residential neighbourhood. Contact Dr. Robert McIlwraith, Department of Psychiatry, University of Manitoba Winnipeg, Manitoba R3E 0W3; Phone (204) 787-3876

SABBATICAL RETREAT IN FAMOUS FRENCH MEDITERRANEAN RESORT NEAR SPANISH BORDER. Two bedroom furnished villa with terrace overlooking bay. 3 minute walk from beach. 20 miles from university town. September-April lease $750 monthly plus utilities - (519) 668-6635

WANTED TO RENT; July-August 1988 in Outremont; furnished apartment or house for 2 adults & 1 child near Parc Beaubien. Montreal references. Phone collect Dr. Phyllis Senese 604-721-7407

TORONTO SUMMER RENTAL. Steps from Lawrence & Yonge subway. Late June - end of August, 1988. Professor's lovely, modern, 3 bedroom house, bright, quiet, fully furnished, central air conditioning, enclosed yard. $1,495 per month (plus utilities) weekly cleaning service included. References required. Call evenings: (416) 481-2423.

TORONTO - FURNISHED 4 BEDROOM DETACHED HOUSE. Superior area and schools. Subway. Aug 88/July 89. $1600 + p.m.; 416-228-4920 eve; 416-736-5532 day.

WE REQUIRE SMALL FURNISHED HOME IN KINGSTON or surrounding recreational area for the month of August approximately to rent; or exchange for our ocean/mountain view home in beautiful West Vancouver - 604-928-5417

ANY PLANS FOR THE SUMMER? Why not consider a one or two week vacation in the Maritimes? Luxurious small efficiency apartment in Nova Scotia's Annapolis Valley close to many recreational conveniences. Ideal for family. Details, Box 333A, Canning, N.S. B0P 1H0 or phone 902-582-3051.

OTTAWA Furnished, fully equipped 3 bedroom house for rent July 1988-June 1989. Charming, historic cottage in rural setting of old village of Cumberland. 20 minutes from the University of Ottawa. Large deck with beautiful view. $850. plus heat, utilities. Phone (613) 833-3147 evenings

HOME FOR EXCHANGE. 3 bedroom house in Toronto, near subway. Will exchange for home in Vancouver, August '88. Phone: (416) 733-2236 or write: Wooll, 124 Spring Garden Ave, Willowdale, M2N 3G5.

Noticeboard/ Tableau d'annonces

EIGHTH ANNUAL CONFERENCE ON TEACHING AND LEARNING IN HIGHER EDUCATION sponsored by The Society of Teaching and Learning in Higher Education and McMaster University, Hamilton, Ontario, June 18 - 21, 1988. Contact. S.T.L.H.E., c/o Instructional Development Centre, McMaster University, Hamilton, Ontario, L8S 4K1; telephone (416) 525-9140, ext. 4540.

1988 AADAC INSTITUTE ON ADDICTIONS: "Bridging the Gaps: Law Enforcement - Communities - Helping Agencies". July 3 to 6, 1988 in Calgary, Alberta, Canada. Sponsor: Alberta Alcohol and Drug Abuse Commission. Information: Tom Wispinski, Institute Chairman, c/o AADAC, 7th Floor, 10909 Jasper Avenue, Edmonton, Alberta, CANADA, T5J 3M9. Telephone: (403)427-7305.

FIFTH ANNUAL CONGRESS OF THE CANADIAN ASSOCIATION FOR MEDICAL ANTHROPOLOGY / CINQUIEME CONGRES ANNUEL DE l'ASSOCIATION CANADIENNE POUR l'ANTHROPOLOGIE MEDICALE: May 11 - 15/ le 11 - 15 mai, 1988; The University of Saskatchewan, Saskatoon, Sask. Contact/Contactez: Dr. Alexander M Ervin, CAMA/ACAM-CESCE Conference, Dept. of Anthropology & Archaeology, The University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0; 306-966-4176.

AN INTERNATIONAL CONFERENCE ON SOCIAL STUDIES EDUCATION - June 22 - 25, 1988 - Vancouver, Canada -"Focus on the Pacific Rim". Sponsors and Associates: United States National Council for the Social Studies, The University of British Columbia, Washington State Council for the Social Studies, British Columbia Social Studies Teachers' Association, Simon Fraser University, Alaska Council for the Social Studies, University of Victoria. Registration Fee: $125 (Cdn.) or $100 (U.S.). For further information please contact: The Pacific Rim Conference, c/o Faculty of Education, The University of British Columbia, Vancouver, Canada V6T 1Z5, Telephone (604) 228-5274

*******SPECIAL PRE-CONFERENCE: June 19 - 21, 1988 - "Law vs. Learning: Examination for Discovery"** a National Canadian Conference on Teaching Law in the Schools. Sponsored by the Public Legal Education Association of Canada; Hosted by the Faculty of Education, Simon Fraser University. Registration Fee: $150 (Con.) or $115 (U S.). Please contact: Conference Services, Continuing Studies, Simon Fraser University, Burnaby, B.C., V5A 1S6; Telephone: (604) 291-3854

CONFERENCE ON UNIVERSITY RESEARCH HONORS FORMER CAUT PRESIDENT: A "National Conference on University Research and the Future of Canada" will be hosted by the University of Alberta at the Four Seasons Hotel, Edmonton, April 26-29, 1988. Organized in honor of J. Gordin Kaplan, the conference addresses research related questions in all areas of scholarship and features outstanding speakers from business, government and academe. Among the topics to be discussed are the role and value of university research; long-term consequences of underfunding; avenues for greater private sector participation; new opportunities for knowledge and technology transfer; and R&D policies of OECD countries. For more information, contact Baha Abu-Laban, Chair, Conference Organizing Committee, c/o Office of the President, University of Alberta, Edmonton, Alta T6G 2J9, telephone messages at (403) 432-2610.

CONFERENCE SUR LA RECHERCHE UNIVERSITAIRE EN l'HONNEUR DE l'ANCIEN PRESIDENT DE l'ACPU: La Conférence Nationale sur la Recherche Universitaire et l'Avenir du Canada organisée par l'Université d'Alberta se tiendra à l'Hôtel Four Seasons à Edmonton du 26 au 29 avril 1988. Cette conférence, tenue en l'honneur de J. Gordin Kaplan, porte sur des questions reliées à la recherche dans tous les domaines du savoir. Au programme figurent des intervenants provenant du monde des affaires, d'institutions gouvernementales et de milieux académiques. Les sujets traiteront, entre autres, du rôle et de la valeur de la recherche universitaire, des conséquences à long-terme du sous-financement, des voies menant à une plus grande participation du secteur privé, des nouvelles opportunités concernent le transfert des connaissances et de la technologie, et enfin, des politiques de recherche et de développement dans les pays de l'OCDE. Pour de plus amples informations, veuillez contacter: Dr. Baha Abu-Laban, Président du comité organisateur de la conférence, c/o Office of the President, University of Alberta, Edmonton, Alta T6G 2J9, messages téléphoniques au (403) 432-2610

THE EDUCATION OF GIFTED LEARNERS: A CANADIAN FUTURES SYMPOSIUM will be held in Regina, Saskatchewan May 12-14, 1988. This conference will be of interest to University professors who are involved in policy, planning, course development and teacher training in gifted education. This germinal national conference will feature Canadian futurists, and will use a process approach to develop a cohesive vision and a set of principles to guide the education of gifted learners into the 21st century. Contact Dr. Margaret Lipp, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2; (306) 584-4608.

UNIVERSITY OF GUELPH. "IN SEARCH OF HEALTHY SEXUALITY": JUNE 13 - 15, 1988. The University of Guelph's 10th annual sexuality conference will examine current issues in human sexuality, counselling strategies for sexual problems and teaching approaches in sex education. Special guest speakers for 1988 include: Dr. Ruth Westheimer; Dr. Edward Herold; Dr. James Nelson. Contact. Continuing Education, University of Guelph, Guelph, Ontario, N1G 2W1; Telephone (519) 824-4120, ext. 3956

MINI-COURSE ON THE CHARTER: Dalhousie Law School's fourth mini-course on the Charter will take place in Halifax on June 13-15, 1988. Canadian and American faculty include: Katherine Swinton, Wayne MacKay, Neil Finkelstein, Thomas Cromwell, Bruce Archibald, Drew Days, Robert Sedler, and David Cluckey. For information on course context contact: Professor Jennifer Bankier, Dalhousie Law School, Halifax, N S, B3H 4H9, (902) 424-1023; for registration contact Sheila Fougere, Dalhousie Conference Centre, Student Union Building, Dalhousie University, Halifax, N S, B3H 4J2, (902) 424-3401

THE CANADIAN ASSOCIATION OF SECOND LANGUAGE TEACHERS INC. / L'ASSOCIATION CANADIENNE DES PROFESSEURS DE LANGUE SECONDES INC. 1988 Conference to be held in Halifax, Nova Scotia, May 12 - 14, 1988. Conference Theme: Canada's Languages - a time to reevaluate/Les langues du Canada - l'heure de reevaluer. Further information may be obtained from Official Languages/CASLT 88, Box 370, Halifax, N S, B3J 2R1.

ACADEMIC 7

a limitation. But though it can be useful to do this sort of general reconnaissance of the limits and limitations on academic freedom, universities do function in history, and so it is important to go beyond the general reconnaissance and try to identify, in any given moment of history, the particular limits and potential limitations that bear most heavily on academic freedom.

In recent years severe budgetary pressures have forced universities in Canada to make the most efficient use of their resources, and at the same time to be seen to be doing so by their financial patrons, the provincial ministers of higher education. The universities have wisely refrained from arguing that their value consists in producing exactly the kind of graduate most needed by society at that moment, and it must be acknowledged that provincial governments for the most part have refrained from trying to make universities play this role. (To attempt to play such a role would be to surrender a fundamental university freedom, and it would also be a mug's game, because society has shown no great accuracy in predicting its own needs, and in any case the universities would always be running at least four years behind the needs, given the duration of degree programs.)

But if we have rejected this particular model of productivity, we may have substituted for it another model which carries its own particular dangers. How can we actually know, now, when it is is so important to know, that we are making the very best use of our limited resources? What convincing evidence can we offer to ourselves and to those from whom we seek a better level of financial support, that we are doing as well as possible what we have decided in our freedom to do?

Mere declarations are not enough: they risk being self-deluding when addressed to ourselves, and are bound to appear self-serving when addressed to others. What we require is some technique for measuring the efficiency of our operation, a technique that will provide data to corroborate our assertions of excellence. There is such a technique, and it has found general favour: take an inventory of the number and size of research grants received by faculty members, the number and provenance of refereed communications (papers, articles, monographs), the number of reviews and citations which those communications have subsequently elicited, (and also, of course, an inventory of those other items that go to make up the gross academic product — the number of graduate dissertations supervised to completion, the number of major fellowships won by graduate students working under supervision, and the number of academic appointments secured by students on completion of their graduate studies).

I have no doubt that data on grants, publications, and citations are a true index of activity, and may provide a means of evaluating that activity. But as this technique of measurement comes to be more and more widely used, then predictably enough it begins to shape the phenomenon it is measuring. When a department is authorized — and it does happen occasionally — to make a new appointment, a principal criterion of selection will be the likelihood that the new colleague will enrich the departmental record. And this fact has not been lost on graduate students completing their degrees, who understand clearly that if they hope to secure an appointment, they must not only complete their doctorates with distinction; they must be able to show at the time they apply that they have already started to publish. (In my part of the forest, at least, it is very much commoner now than it was ten years ago to have graduate students retrieve conference papers and published articles from their seminar work and from their dissertations before the dissertation has actually been submitted.) And, of course, a sustained record of grants and publications is indispensable for any tenure candidate.

I call attention to this pattern, not to belittle grants or publications or citations, but rather to ask if the scholarly procedures they signify have attained the status of an orthodoxy — a new form of prescribed doctrine to which faculty members feel they must defer. Or, to put the question in other terms: have we responded to a financial situation in which there is almost no tolerance (that is, allowable margin of error) with techniques of evaluation which preclude tolerance (in its commoner sense) in the management of our academic life?

When the CAUT Policy Statement on Academic Freedom and Tenure was first adopted in 1967, and academic freedom was said to involve the right to teach, investigate, and speculate without deference to prescribed doctrine, "prescribed doctrine" was generally understood in terms of opinion on topics or issues, and the chief concern was to protect those who might entertain heterodox or unpopular opinions. But the CAUT Policy Statement, like all texts, needs to be continually reinterpreted. Intellectual activity in the 1980s expresses itself at least as often in terms of process and methodology as it does in terms of discrete ideas or topics. If there seem now to be few restraints on areas of investigation, or points of view, it does not necessarily follow that academic freedom is being exercised more fully than it was in the 1960s.

In recent decades communications theorists have alerted us to the process by which the discourse of any human activity becomes legitimized. And so I am inclined to ask if that mode of discourse whose badge is grants and publications is not becoming so firmly established in the university world that other modes of discourse are suspect, or illegitimate. Research grants and refereed publications are not themselves the issue so much as the fundamental assumption they express about the nature of scholarly discourse: that it is conducted within the bounds of our profession, directed to other members of the profession, and evaluated according to standards developed by the profession. This assumption can have profound consequences for the nature of research undertaken, and for the manner in which it is pursued.

To most of us this assumption will appear natural and inevitable, but *natural* and *inevitable* are attributes traditionally claimed by any orthodoxy. And if we insist, "But how could serious scholarly discourse proceed except on the basis of this assumption?", then we should start to be really concerned, because it is precisely when we cannot even imagine a way of working other than our own, that a threat to academic freedom is beginning to take shape. If our moment of history has any particular limitation on academic freedom to fear, I suggest that this is it.

Here then is a brief excursion on the nature of academic freedom, on the factors which condition (and thus limit) its exercise, on the metamorphosis of limit into limitation, and finally — since this conference has a dateline — some remarks on a limitation which may be of particular concern to us now.

1. A.E. Malloch, "Academic Freedom and the Canadian Professor: Part II," CAUT Bulletin, *XXX, no. 1, February 1983, pp. 11-14.*

Support the April Campaign.

CANADIAN CANCER SOCIETY | SOCIÉTÉ CANADIENNE DU CANCER

Please give.

Hong Kong Polytechnic

Director: Dr. John L. Clark

HEAD, DEPARTMENT OF MANUFACTURING ENGINEERING

The Hong Kong Polytechnic, established in 1972, is the largest institution of higher education in the territory. It offers over 200 courses up to degree and post-graduate level in a variety of subjects. The number of enrolled students is approximately 26,000 with a full-time equivalent population of around 13,000. The academic structure consists of 7 divisions with 26 teaching departments.

The Department of Manufacturing Engineering offers a sandwich B.Eng.(Hons.) degree in Manufacturing Engineering, an Associateship and a Higher Diploma in Production and Industrial Engineering. Part-time day-release and part-time evening courses are offered, including Higher Certificate and Endorsement Units. The total departmental headcount of students in the current academic year is 1,200.

Presently, the academic staff establishment numbers 32, and this is backed up with appropriate technical and administrative support. The Department has well-equipped laboratories, and there are adequate resources available to improve them if this is necessary. Research is now being given an increased emphasis in the Polytechnic and this provides an opportunity to either strengthen or initiate research activity in the department. Recent developments include the establishment of additional sources of research funding in Hong Kong, the provision of Readership posts in the Polytechnic and opportunities for enhanced collaborative research with China. Consultancy services are also offered by the Department and a new scheme is under review which should enhance the effectiveness of this service.

Qualifications and Experience
Applicants should have appropriate academic and/or professional qualifications, together with successful and relevant experience in, for example, tertiary education, industry, the public sector, advanced teaching, research or consultancy. The successful candidate will also be required to demonstrate the personal qualities necessary to lead the department in its diverse functions.

Salaries and Conditions of Service
(CAN$1 = HK$6.15 on 23.2.88)
Salary is within a range but not less than HK$396,000 p.a. + 25% gratuity

The initial appointment will be made on a fixed term contract of four years at the end of which a gratuity equal to 25% of salary earned over the whole contract period will be payable. Subject to mutual agreement, a further appointment may be offered at the end of the initial contract period, either on the basis of a further gratuity bearing fixed term contract or on superannuable terms. Other benefits include subsidized housing, leave, passages, medical and dental benefits, and children's education allowance.

Applications
Applications including curriculum vitae and names of three referees should be sent to the General Secretary, **Hong Kong Polytechnic, Hunghom, Kowloon, Hong Kong** before April 30, 1988. Further information available from same office.

UNIVERSITY OF SASKATCHEWAN
SSHRC Canadian Research Fellowships

The University of Saskatchewan invites applications from recent graduates in the humanities and social sciences for consideration for the 1989/90 Canadian Research Fellowship competition. Applicants with excellent credentials or potential for research in the disciplines listed below, and who are Canadian citizens or permanent residents are invited to apply.

Applications, which must be received by August 30th, should be forwarded to the Chairperson of the appropriate department (listed below), University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

Dr. S.P. Sharma	Anthropology & Archaeology
Dr. H.S. Dommasch	Art & Art History
Dr. N. McCloskey	Classics
Dr. R. Mavor	Drama
Dr. C. Gerrard	Economics
Dr. P.T. Millard	English
Dr. C. Wittlin	French & Spanish
Dr. A.E. Ratz	Germanic Languages
Dr. C.A. Kent	History
Dr. R. Wedgewood	Music
Dr. F.L. Barron	Native Studies
Dr. P.T. Mackenzie	Philosophy
Dr. D.J. Heasman	Political Studies
Dr. E.A. Clark	Psychology
Dr. B. Sinha	Religious Studies
Dr. R. Franko	Slavic Studies
Dr. S. Bolaria	Sociology

Candidates are invited to contact the Chairs for further information regarding Department research facilities and interests.

E P I L E P S Y

It's not what you think

Epilepsy Canada
2099 Alexandre-DeSève
Montréal H2L 4K8
(514) 876-7455

Prejudice: The major problem experienced by persons with epilepsy today. About 2% of the Canadian population has epilepsy. And, approximately 80% of these persons can lead normal lives in the mainstream of society Right across Canada, associations are available to help persons with epilepsy. Why not become a member?

NATIONAL FORUM
on Post-Secondary Education

"THE SPIRIT OF SASKATOON"

... lives on, in a variety of video recordings of the National Forum on Post-Secondary Education.

Thanks to the support of Forum sponsors The Secretary of State and the Council of Ministers of Education, Canada, the IRPP is able to offer, at cost, video materials ranging from single cassettes on a theme or specific subject to an 18-cassette series of all plenary sessions and interviews.

The IRPP can also offer, through Glen-Warren Productions, videocassettes tailored to your specific requests, e.g. a special on Native Peoples, a set of all speeches and interviews featuring B.C. participants; a set of all interviews with student participants.

Videocassettes available

• "The National Forum — complete" 18 60 min. cassettes. Bilingual	$300.00
• "The Spirit of Saskatoon/L'esprit de Saskatoon" 60 min. Bilingual	$19.95
• "The Spirit of Saskatoon" 30 min. Basically Eng.	$14.95
• "Challenges and Opportunities" 30 min. Eng.	$14.95
• "Accessibility" 30 min. Eng.	$14.95
• "Management and Financing" 30 min. Eng.	$14.95
• "Women and Post-Secondary Education" 30 min. Eng.	$14.95
• "Distance Education" 30 min. Eng.	$14.95
• "Native Peoples and Post-Secondary Education" 30 min. Eng.	$14.95
• "Roles of the Universities" 30 min. Eng.	$14.95
• "Roles of the Colleges" 30 min. Eng.	$14.95
• "Research" 30 min. Eng.	$14.95
• "Relations between industry/business and Post-Secondary Education" 30 min. Eng.	$14.95
• "Lise Bissonnette reads her Forum text" 60 min. Eng.	$19.95
• "Rosemary Brown speech" 30 min. Eng.	$14.95
• "The B.C. pre-Forum" 60 min. Eng.	$19.95
• "Closing Media Conference" 60 min. Eng.	$19.95

To order, write The Institute for Research on Public Policy, P.O. Box 3670 South, Halifax, N.S. B3J 3K6, or phone INWATTS 1-800-267-9371.

Specify VHS or BETA. Add $2.00 mailing and handling fee for Canada, $3.00 for U.S. and overseas orders.

To discuss special video needs, call: Jeffrey Holmes, IRPP, Ottawa, (613) 238-2296.

For audio-cassettes of Forum speakers or a 60 min. special, please write: Conference Tape, 8 Woodburn Drive, Ottawa, Ontario K1B 3A7.

COLLOQUE NATIONAL
sur l'Enseignement postsecondaire

"L'ESPRIT DE SASKATOON"

... vit toujours, par la voie d'un large éventail de vidéocassettes du Colloque national sur l'Enseignement postsecondaire.

Grâce au concours des promoteurs du Colloque national, le Secrétariat d'État ainsi que le Conseil des ministres de l'Éducation (Canada), l'IRP est en mesure d'offrir, aux coûts de production, des documents vidéos allant de simples vidéocassettes sur les thémes ou d'autres sujets particuliers à la série compléte de 18 vidéocassettes compilant absolument toutes les séances plénières et les entrevues.

De plus, à l'aide des Productions Glen-Warren, l'IRP est également en mesure de vous offrir des documents spécialement conçus selon vos besoins particuliers. Ainsi, par exemple, nous pouvons procéder au montage de vidéocassettes sur la réalité des francophones hors Québec, sur les discours et entrevues des participants du Nouveau-Brunswick, ou encore au montage de toutes les entrevues avec les participants du milieu étudiant.

Vidéocassettes disponibles

• "Le Colloque national — série complète" 18 vidéocassettes de 60 min. Bilingue	300,00$
• "L'Esprit de Saskatoon" 60 min. Bilingue	19,95$
• "Les défis et perspectives" 60 min. Français	19,95$
• "L'accessibilité" 30 min. Français	14,95$
• "Le cadre de gestion et de financement" 30 min. Français	14,95$
• "L'enseignement à distance" 30 min. Français	14,95$
• "Le rôle des universités" 30 min. Français	14,95$
• "Le rôle des collèges" 30 min. Français	14,95$
• "La recherche" 30 min. Français	14,95$
• "L'établissement de liens entre le milieu postsecondaire et le secteur privé" 30 min. Français	14,95$
• L'allocution de Lise Bissonnette" 60 min. Français	14,95$

Afin de commander, écrivez à L'Institut de recherches politiques, C.P. 3670, sud, Halifax (Nouvelle-Ecosse) B3J 3K6 ou encore, téléphonez sans frais au 1-800-267-9371.

Spécifiez le format, VHS ou BETA. Au Canada, ajoutez 2,00$ de frais de poste et de manutention; partout ailleurs, ajoutez 3,00$.

Afin de discuter de vos besoins vidéos particuliers, communiquez avec Jeffrey Holmes, IRP (Ottawa), en composant le (613) 238-2296.